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CAUT ACPPU
BULLETIN

INSERT
Librarians' Issues
Rapport des bibliothécaires

Vol. 42, No. 5—May 1995 mai

Arbitration at the Military Colleges

THE LONG BATTLE FOR A first collective agreement for the civilian university faculty at the Canadian Military Colleges has ended. In an interest arbitration award handed down April 10, arbitrators were unanimous in deciding the outstanding bargaining issues between the parties.

The Canadian Military Colleges Faculty Association (CMCFA), which is affiliated to CAUT, began bargaining with the federal Treasury Board in late March of 1992. Under the Public Service Staff Relations Act, a union must, at the outset prior to negotiations, choose a manner of final resolution — arbitration or the right to strike. The association chose arbitration as the dispute settlement method on June 27, 1991 and gave the employer notice to bargain on January 30, 1992.

ARBITRATION BOARD: Bruce Outhouse Q. C. (chair), Dr. Jack Hyatt (Canadian Military Colleges Faculty Association nominee) & Dr. John Scott Cowan (Treasury Board nominee).

Negotiations were protracted and ultimately futile since the representatives of the Treasury Board refused to recognize that the military colleges were universities and their faculty should be treated the same as university professors elsewhere in Canada. As a consequence a large number of articles proposed by the faculty association were simply stalled. For example, the Treasury Board refused to incorporate an article on academic freedom. Nor would it consider proposals dealing with the working conditions of self-directed researchers, such as sabbatical leaves, or special procedures to deal with allegations of fraud and misconduct in research.

As a consequence the faculty association filed a request for arbitration. This was a peculiar arbitration because it was not about money since the federal government had in the meantime frozen salaries and benefits. Instead it dealt with thirteen non-monetary items. CAUT has always been reluctant to recommend arbitration of non-monetary items because of their complexity and because important principles may be lost owing to an arbitrator's personal ideology. This was, however, the democratic choice of the membership.

The arbitrators noted that there was a major difference between arbitration of contract terms and arbitration of grievances. They suggested that the latter calls for a judicial determination of existing contracting rights; the former calls for a determination of what the contract rights ought to be — what should the parties themselves, as reasonable persons, have voluntarily agreed to.

From the point of view of the faculty the most important articles decided were:

- academic freedom, particularly the right to freedom of expression since the Treasury Board was trying to impose a regime of censorship on the public discourse of faculty members;
- contractual protection of sabbatical leave entitlements;
- a teaching workload article which recognized the special conditions of academic teaching;
- termination and discipline clauses which require just and reasonable cause, and which provide procedural protections particular to the university environment at the military colleges;
- an article on misconduct in research which follows quite closely

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Arbitrage aux collèges militaires

LE LONG COMBAT DES PROfesseurs civils des collèges militaires canadiens pour l'obtention d'une première convention collective a pris fin. Les arbitres qui ont présidé l'arbitrage de différends ont rendu le 10 avril une décision unanime sur les questions en litige entre les deux parties.

L'Association des professeurs des collèges militaires canadiens, membre de l'ACPPU, a entamé des négociations collectives avec le Conseil du Trésor fédéral vers la fin de mars 1992. Aux termes de la *Loi sur les relations de travail dans la fonction publique*, un syndicat doit d'abord, avant d'entamer des négociations, choisir le moyen avec lequel il arrivera à un règlement définitif, soit l'arbitrage ou le droit de grève. L'association a choisi l'arbitrage le 27 juin 1991 comme méthode de règlement des différends et a donné à l'employeur un avis de son intention de négocier le 30 janvier 1992.

Les négociations ont été prolongées indéfiniment. En dernière analyse, elles ont été futiles puisque les représentants du Conseil du Trésor ont refusé de reconnaître que les collèges militaires étaient des universités et que leurs professeurs devraient être traités comme tous les autres professeurs d'université au Canada. De nombreux articles proposés par l'association de professeurs ont par conséquent été bloqués. Le Conseil du Trésor a notamment refusé d'y inscrire un article sur la liberté universitaire. Il n'a pas voulu non plus étudier les propositions sur les conditions de travail des chercheurs autonomes, entre autres celles sur les congés sabbatiques, ou sur des procédures particulières pour composer avec des allégations de fraude ou d'inconduite dans le domaine de

Voir ARBITRAGE...
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Ontario Election 1995

Harris & Rae on Tenure

PROGRESSIVE CONSERVATIVE Leader Michael Harris has started his election campaign with a threat to abolish tenure in Ontario universities. The *Toronto Star* reported that he told reporters in London, Ontario that the system of tenure would be reviewed and possibly gone if he were to become Premier. "The tenured system as it exists today... is passé, is gone. I'm saying that I don't think tenure makes sense today." In a *Globe and Mail* report, Ontario Premier Bob Rae responded by saying that while the province supports universities financially and sets tuition levels for students, it is not up to the government to dictate the terms of employment for faculty in the university system.

CAUT President Joyce Lorimer wrote to the Conservative Leader expressing outrage at his "ill-considered threats to abolish tenure." She noted the defence of tenure by the Supreme Court of Canada in 1990. The Court held that the Charter of Rights and Freedoms did not apply to universities and based its defence of university autonomy on the fact that academic freedom in universities was effectively and properly protected by the tenure system.

Professor Lorimer also stated that the increasing emphasis on partnerships between universities, the private sectors and governments in research made it even more imperative that academic freedom be protected by tenure.

"Canada's citizens would be ill-served if university professors were not free to speak out about the implications of their research findings," Dr. Lorimer said. "The quality of Canadian academic staff can only be assured if they have the right to pursue the frontiers of their subject and research without fear of reprisal from powerful financial patrons."

At the time of writing there had been no statement from the Ontario Liberal Party. ■

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HIGHLIGHTS

NZ Tuition Fees

Sandra Lee (Auckland Central) to the Minister of Education: What was the average tuition fee paid by university students in 1985, 1990 and 1995, and what is the percentage change since 1985?

Dr. Hon Lockwood Smith (Minisrer of Education) replied: The average tuition fee for university students in 1985 was $60, the average tuition fee in 1990 was $800, and it is estimated for 1995 that the average tuition fee paid by tertiary students will be $2,100. The percentage increase from 1985 to 1990 for the student fee was 1,333 per cent. The percentage increase from 1990 to 1995 for the student fee was 263 per cent. *(Questions for Written Answer, New Zealand Parliament, 8 March, 1995.)*

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Censured Administrations in the United States

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Canadian Conference of the Arts

"A Liberal government will be committed to stable multi-year financing for national institutions such as the Canada Council and the CBC. This will allow national cultural institutions to plan effectively. *(Statement from the government's pre-election red book)*

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L'importance de la direction des universités

CORRECTION

The article "Research Cuts Run Contrary to Federal Policy" published in the April issue of the *Bulletin*, with the permission of the *Globe and Mail*, should have carried Robert Prichard's byline. Robert Prichard is the President of the University of Toronto.

LETTERS COURRIER

B.C. minister supports governance principles

Thank you for providing me with a copy of the Canadian Association of University Teachers' newly released *Policy Statement on University Governance*.

The universities of British Columbia have a long held commitment to a bicameral governance structure. My government has reaffirmed our commitment to the meaningful participation of faculty, staff and students in the governance of post-secondary institutions through recently enacted amendments to the College and Institute Act. This legislation has created a governance structure in our colleges and institutes which provides for inrernal membership on governing boards and the creation of education councils. I believe this creation of quasi-parity between these two posr-secondary sectors demonstrates our position.

This being said, I believe university, college and institute governing bodies have an enormous responsibility to ensure the rimely and effective implementation of academic, administrative and financial policies. The changing nature of our society and the dramatic pressures for posr-secondary institutions to adapt to rhese changes raises many governance and education issues on which we must focus our attention.

Your policy statement appropriately suggests universities are extremely important to Canadian society. As such, the governing bodies of our universities must demonstrate an ability and willingness to both maintain the best of their past and create institutions of the future which can successfully fulfil their strategic role.

DAN MILLER
Minister of Skills, Training and Labour
Province of British Columbia

Students say thanks for strike day support

On behalf of students throughout Canada, we would like to take this opportunity to express our sincere appreciation for your supporr for the Canadian Federation of Students' national day of strike and action.

Contrary to media reporting (and especially in contrast to media coverage of the so-called "tax revolt") Jan. 25 was an historic and unprecedented success. Over 80,000 people mobilized throughout Canada, the largest demonstrations taking place in Montreal and Toronto where each city drew some 15,000 students and supporters.

Throughout British Columbia, 30,000 students demonstrated and joined the one-day boycott of classes. In Ontario, participation was equally impressive with over 20,000 demonstrating and thousands more boycotting classes. Throughout the Atlantic, over 15,000 demonstrated against the federal government proposals, including a demonstration of 3,000 in Corner Brook, Newfoundland and 5,000 in St. John's.

There were also solidarity actions organized on the day in Montreal (one of the largest demonstrations) and throughout Quebec, including Rouyn Noranda and Val d'Or.

Anglophone and francophone students and their supporters from British Columbia and the Yukon to Newfoundland came together to voice their opposition to the Liberal government's "social policy reform" proposals and exposed them as a thinly veiled strategy to implement vicious cuts.

The impact of the protests at the Human Resources Development Committee hearings, the demonstration of Ontario and Québec students Nov. 16, the Pan-Canadian mobilization of students and supporters on Jan. 25, followed by two demonstrations in Montreal (Feb. 7 and Feb. 12), is clearly evident.

Divisions within the Liberal caucus are coming to the fore as Liberal MPs find themselves torn between loyalties to their government and loyalties to their constituents. Moreover, the Liberal government is no longer suggesting that a "consensus" exists within Canada on the future of social programs.

Shortly after Jan. 25, Lloyd Axworthy announced that the social policy reforms were "on hold." Chrétien countered by announcing that they were "right on track." When the government floated the idea of a lump-sum transfer of money — albeit a reduced sum — to the provinces the actual budget showed that current transfers to the provinces would not be cut this year. Clearly we have bought ourselves a year to continue to organize.

None of this would have happened were it not for the fact that students, labour, social justice and anti-poverty organizations have been organizing. The ttemendous supporr the Canadian Federation of Students received on Jan. 25 was crucial and we thank everyone who contributed their time, energy and resources as well as moral and financial support.

As we continue to evaluate the federal budget, we look forward to working with you in the future and we are confident that we can build on the success of the previous months' efforts.

GUY CARON
National Chairperson

MIKE MANCINELLI
National Deputy Chairperson

PAM FRACHE
Strike & Action Coordinator

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COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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BULLETIN

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Weakening the Tenure System

The Misuse & Abuse of Sessional Appointments

BY KEVIN BANKS

ACCORDING TO STATISTICS Canada data, the number of full and part-time sessional teaching appointments has grown to the point where in 1991-92 there were abour 25,000 part-time faculty employed by universities across Canada. This is one of the most dramatic changes in univetsity employment practices in the last 20 years.

These developments follow a similar trend in the United States, where according to the National Education Association (NEA), colleges and universities now hite upwards of 300,000 part-time, temporary and non tenure-track faculty to do the same work as tenure-track members. In a recent report, the NEA has concluded that "the misuse and abuse of part-time, temporary, and non tenure-track faculty appointments constitutes one of the most serious problems confronting American highet education."

The abuse of such appointmenrs threaten the Canadian university teaching profession in a number of ways. Sessional teachers, particularly part-time sessionals, are often paid less than tenure-track faculty to teach regular degree credit courses. This undermines the standard of living of the professors as a whole by lowering its average compensation. On many campuses it also provides university management with additional bargaining power, since administrators can credibly threaten to meet enrollment demand through increased use of low-cost sessionals if full-time faculty do not moderate their demands.

No less significantly, the misuse of sessional appointments poses a number of threats to the quality of university education. First, it dilutes the protection of academic freedom of Canadian university teaching staff. Sessional teachers, particularly part-time sessionals, often do not benefit from contractual academic freedom clauses. Moreover, sessional appointments circumvent the tenure system, which has long been one of the key protections of academic freedom. In a recent law teview article on the protection of academic freedom in the United States, Ralph Brown, professor emeritus at Yale Law School, and Jordan Kurland, Associare General Secretary of the American Association of University Professors, conclude that "a greater danger to the tenure system than outright abrogation is continued circumvention," and that "runaway expansion of non tenure-track positions" threatens especially to severely weaken the tenure system.

The abuse of sessional appointments poses other threats to the quality of education as well. Because of competing demands on their time, many sessional instructors do not have the same opportunities as their tenure-track counterparts to keep abreast of recent developments in their field, to broaden and deepen their knowledge, and to develop as teachers and scholars. Furthermore, in the long run the university system may lose many talented teaching candidates who either opt to leave university teaching for better paying and less precarious work, or choose not to enter the profession in the first place.

Can anything be done to respond to these problems through collective bargaining? In Canada CAUT has a policy statement on part-time faculty which calls for restricting the use of part-time faculty to temporary vacancies, or where the expertise is so specialized that a full-time appointment is not watranted. In the United States, the NEA, the American Association of University Professors and the American Federation of Teachers have turned their attention to this question. For example, the NEA's collective bargaining policy seeks to remove the economic incentive to use sessional appointments for hiring teachers. It does this by insisting upon the same salary and benefits for full and part-time sessionals as for tenure-track faculty (prorated according to workload), and by seeking employment security for sessionals after an appropriate probationary period. The NEA also advocates limiting tempotary appointments to two years in length, at which point such positions would be converted to tenure-track, and the incumbent, if he or she has performed satisfactorily, would be accorded priority during the conversion process.

Many Canadian faculty associations have in fact successfully bargained to address the abuse of sessional appointments. Their usual approach has been to require that all appointments be made on tenure-track except in exceptional and tempotary circumstances. On campuses where a faculty association has not obtained such a clause early on, chances are there are now many teachers working on sessional appointments. This poses the problem of how such appointments could be converted to the tenure-track, and what rights their incumbents would have. Most likely faculty associations would need to try something different from the traditional approach. Moreover, the bargaining realities of the 1990s might in any event force more modest and creative solutions, such as those proposed by the NEA.

However, moving beyond the approach of prohibiting sessional appointments is impossible without having some influence over the terms and conditions of the sessionals themselves. The easiest way to do this, whete they are unrepresented, is for the faculty association to organize and represent all part-time and sessional academic staff, as well as those on tenure-ttack. This has already been done at the University of Windsor, Laurentian University, the University of Regina, and the University of Calgaty, and it is the approach recommended by the NEA.

Alternatively the faculty association could try to coordinate its bargaining strategy with that of the union representing the sessional teachers if there is one. However, this course of action may prove very difficult, especially if changes to the working conditions of sessional teachers would have the effect of removing them from that union's bargaining unit into that of the faculty association's.

The success of Canadian faculty associations in organizing part-time and sessional teachers has shown the otganizing task to be manageable. Nonetheless, some consider the interests of part-time and sessional teachers to be too divergent from those of full-time and tenure-track teachers for cohesive faculty association representation. However, two facts about modern collective bargaining suggest that this is probably not true.

First, the interests of a group of employees are generally a function of their terms and conditions of employment. For example, a group of part-time and sessional instructors who suddenly found themselves with access to job security, secure academic freedom, and better pay might well feel a greater attachment to the university community in which they work, and as a group develop a more lasting and deeper commitment to their scholarship. They may also prove willing to assume a greater role in the committee work and governance of the institution.

Secondly, labour relations boards have in recent years increasingly favoured broad based bargaining units as the most appropriate for collective bargaining. Boards have included production and office workers in single units, and certified units comprised of numerous occupations. Public sector unions often represent groups ranging from policy analysts to sign painters. Indeed, many faculty associations represent groups including counsellors and other professional staff, as well as teachers and librarians. In so doing they have proven themselves capable of mediating different interests in order to present a united and coherent bargaining position, and one that is in the best interesrs of their members as a whole. ■

(Kevin Banks is a professional officer in the collective bargaining section at CAUT.)

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TAX FACTS

Budget Changes Affects Retirement Plans

BY STEVEN DYCK

The 1995 federal budget has introduced several changes which will affect taxpayers and retirement planning. As expected, RRSP contribution limits were reduced to $13,500 for 1996 and 1997, $14,500 in 1998 and $15,500 in 1999. The limits for registered pension plans are also modified — dropping to $13,500 in 1996, $14,500 in 1997, $15,500 in 1998. The result will be, for high salaried members of RPPs, that the minimum $1,000 RRSP room available to members of RPPs will be lost for a few years.

The interplay between the RPP and RRSP systems has been a long-standing concern for members of RPPs who leave before retirement and have lost RRSP contribution room as a result of the pension adjustment system, without enjoying the full benefit of their defined benefit plan, having left the plan prematurely. This concern was addressed as long ago as 1990 by the proposed "pension adjustment reversal" (PAR), but it was never implemented. The finance minister has indicated he is considering introducing PARs.

A further change will have a major impact on retirement planning in the next few years. Currently, a retiring allowance can be rolled into an RRSP in an amount equal to up to $2,000 per year of service. This was an important element of many early retirement packages. In the future, rollovers will still be permitted, but only based on years of service up to and including 1995.

As time goes on, and the tax-free proportion of retirement packages falls, employers and employees will have to be alert to the need for larget pay-outs to compensate for immediate taxes of some of the funds paid. In other words, pay-outs will now be less in after-tax dollars, than previously because of this change. ■

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

CSIS Campus Spies Still 'Present Difficulties'

RECENTLY, THE CANADIAN Security Intelligence Service released a 1993 report by the inspector general of CSIS on the use of informers or "human resources" as the government prefers to call them. The report of the Inspector General was released under the Access to Information Act.

The report was heavily censored. It did nevertheless state that "the activities of human resources on university campuses continue to present difficulties." These difficulties arose from varying interpretations of ministerial directives and policies.

The inspector general stated that CSIS policy did not reflect the 1984 ministerial directions on security investigations on university campuses with regard to the notion of encouraging informers to obtain information. In particular, the service had not secured the approval of the solicitor general before directing or encouraging informers to provide operational assistance in post-secondary academic institutions.

This is a longstanding problem as the security forces have in the past tried to water down the requirement that all activities on campus, other than securing references, should be approved by the minister.

The ability of the old RCMP security service to thumb its nose at the minister was at the root of many of the problems in the 1960s and 1970s between the academic community and the RCMP. The creation of CSIS in 1984 was meant to put an end to such problems by requiring ministerial approval.

CAUT has requested a meeting with CSIS and will also be asking for an interview with solicitor general Herb Gray, who is responsible for CSIS. CAUT will be reminding the Liberal government that the previous government and CAUT were well on the way towards a possible revision of the 1963 agreement between CAUT and the prime minister on the proper use of security forces on the campus when time ran out on the Conservative administration.

CAUT has also recently made its views on informers known to the Security Intelligence Review Committee which oversees the work of CSIS and to the parliamentary committee which was recently inquiring into the various activities of CSIS, including the use of informers. ■

Redundancy & Strigency Now in Alberta Collective Agreements

BY JAMES MARINO

FACULTY ASSOCIATIONS AND boards of governors in Alberta have accomplished one of the aims government set out in October of last year, that is, to incorporate in their collective agreements terms and conditions governing fiscal stringency and redundancy. There had been considerable variation in the province: Athabasca University had clauses covering both stringency and redundancy; University of Calgary had clauses covering stringency; while the Universities of Lethbridge and Alberta had no treatment of either in their collective agreements.

Negotiations began in November, and picked up pace in the new year as associations and boards attempted to meet the ministerial deadline of March 1. In the event, the minister extended the deadline to March 31. All parties were able to inform the minister that they had reached agreements in principle by that date. The result of this is that the Alberta universities are now broadly similar to the other 85 per cent of Canadian university collective agreements that have stringency and redundancy provisions. The provisions in the agreements of the four universities are roughly similar in outcome, providing about 18 months of severance in varying combinations of notice and severance pay.

Faculty associations remain upset that government has twice interfered in the collective bargaining process, compelling associations and boards to reopen their collective agreements. *Bulletin* readers may remember that the first renegotiation resulted in a five per cent reduction in the compensation base of faculty members. ■

(James Marino is the president of the Confederation of Alberta Faculty Associations.)

Arbitrage aux collèges militaires

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la recherche.

L'association a donc présenté une requête en arbitrage. La situation était assez particulière car le différend ne portait pas sur des questions pécuniaires. Le gouvernement fédéral avait en effet gelé les salaires et les avantages sociaux dans l'intervalle. Il s'agissait plutôt de treize points non pécuniaires. L'ACPPU a toujours hésité à recommander l'arbitrage de questions non pécuniaires parce qu'elles sont complexes et parce que l'on peut perdre de vue d'importants principes en raison de l'idéologie personnelle d'un arbitre. Les membres, toutefois, avaient choisi démocratiquement cette façon de procéder.

Les arbitres ont fait remarquer une différence importante entre l'arbitrage de dispositions contractuelles et l'arbitrage de griefs. Ils ont laissé entendre qu'il fallait déterminer judiciairement, avec le deuxième, des droits contractuels existants. Avec le premier genre, il faut déterminer ce que doivent être les droits contractuels, ce que les parties auraient dû convenir en tant que personnes raisonnables.

Voici, du point de vue des professeurs, les articles les plus importants pour lesquels une décision a été prise:

• la liberté universitaire, en particulier le droit à la libre expression puisque le Conseil du Trésor a tenté d'imposer un régime de censure au discours public des professeurs;

• une protection contractuelle du droit aux congés sabbatiques;

• un article sur la tâche d'enseignement qui reconnaît les conditions particulières de l'enseignement universitaire;

• des clauses sur la cessation d'emploi et les mesures disciplinaires qui exigent un motif juste et raisonnable et qui assurent une protection procédurale particulière au milieu universitaire dans les collèges militaires;

• un article sur l'inconduite dans le domaine de la recherche qui respecte assez à la lettre la définition que donne l'ACPPU de ce genre d'inconduite;

• un article sur le harcèlement fondé sur la politique du Conseil du Trésor intitulée «Le harcèlement en milieu de travail» et qui aborde actuellement non seulement la question du harcèlement sexuel mais aussi celle du harcèlement personnel sous forme d'abus de pouvoir;

• un article sur les dossiers personnels qui respecte généralement les directives de l'ACPPU et qui empêche l'ajout de documents anonymes aux dossiers personnels, donne aux professeurs le droit de consulter leur dossier, de copier le contenu du dossier et d'avoir le droit d'ajouter à leur dossier les réponses écrites qu'ils ont faites à des documents versés à leur dossier;

• la retenue de la cotisation syndicale a un effet rétroactif à compter du début des négociations en 1992.

L'ajout de tous ces points a constitué une victoire éclatante pour l'association des professeurs.

Bruce Outhouse, c.r., de la Nouvelle-Écosse, a présidé le conseil d'arbitrage. Les professeurs ont nommé Jack Hyatt de l'Université Western Ontario et le Conseil du Trésor a nommé John Cowan. ■

Arbitration at the Military Colleges

FROM PAGE 1

the CAUT definition of such misconduct;

• a harassment article based on the Treasury Board's "Harassment in the Work Place Policy", which currently addresses not only sexual harassment but also personal harassment in the form of abuse of authority;

• a personnel files article which generally follows CAUT guidelines by preventing the inclusion of anonymous material in personnel files, and by providing faculty members with rights of access to their files, to make copies of file contents, and to have their written replies to file documents inserted in the file.

• dues check-off article backdated to the beginning of negotiations in 1992.

The inclusion of all these items was a significant victory for the faculty association. ■

LET'S SEE YOU DO IT ... OUTDOORS!
PARTICIPACTION

SAVANT RAPPEL

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Conference

Université du Québec à Montréal

Du 27 mai au 10 juin 1995 · May 27 to June 10, 1995

CAUT at Conference

ICUTO Considers Fundamental Rights

BY BILL BRUNEAU

A POSITION PAPER ON THE fundamental rights of university teachers which was presented at the International Conference of University Teachers' Organizations (ICUTO) may eventually form the basis of a UNESCO policy on the issue.

The paper, entitled *The Status of Higher Education Teaching Personnel*, was presented at the ICUTO conference in Wellington, New Zealand, in February by CAUT Executive Director Donald Savage. Dr. Savage was accompanied by Bill Bruneau and Pat Finn.

During the conference information on New Zealand's latest campaign to reinvent government on the Thatcher model was presented by high-level civil servants in the finance and other planning ministries. After three days the 35 delegates had a clear — and worrisome — idea of possible futures awaiting university teachers elsewhere in the world.

Canadians played a significant role in the conference and the planning for ICUTO's immediate future. And as well, CAUT provided material support in the early development of the paper on fundamental rights for university teachers.

ICUTO itself has played a central part in persuading UNESCO to adopt the principles outlined in the document as international policy, perhaps as early as 1997 — with luck and a certain amount of "political" work.

The document has immense implications for countries whose regimes have little idea what academic freedom means. The paper defines essential liberties and due process without which university teaching and research are finally impossible. It shows, too, how free collective bargaining is a foundation of academic freedom, of fair university governance, and of decent working conditions for university teachers.

Discussion of the paper had a tone of urgency. To begin with, the audience included representatives from South Africa. The fashioning of a renewed university system in that country is an enormous and expensive challenge. The ICUTO/UNESCO road map has instant relevance there.

Interestingly, North Americans and Europeans also participated with vigour in the debate. Academic freedom and due process may be at stake in coming battles in California, Texas and the American Midwest, and in Canada in Alberta, Ontario and Nova Scotia and everywhere else "performance indicators" show signs of popularity.

ICUTO included papers showing there is an international community of social engineers, both politicians and civil servants, who seek to make universities the direct servants of the state. They come from the OECD, from business and, increasingly, from the universities themselves.

This community speaks of training, not education. Its profit/loss calculations extend only as far as the term of the current government. Its talk is of privatization, performance indicators (PIs), input-throughput, and "product."

In New Zealand, where social engineers think they have triumphed, the latest scheme is to tax university capital investments such as buildings and land to recover state investment. In turn, tuition fees must rise again to pay for this charge, especially in popular faculties such as medicine, business and law, and income contingent repayment plans must remain in place.

It is especially odd that while the New Zealand state pays less and less — as students pay more and more — the state wants to extend its control of teaching, curriculum and administration. One would expect privatization would mean the state would get out of the university.

Rob Crozier, executive director of the Association of University Staff of New Zealand, and conference organizer, persuaded high level civil servants to tell all, and European, Australian, African and North American colleagues from faculty associations to do likewise. We heard there were studies of professorial work-load, analyses of information technology and its impact, various PIs and a set of proposals for alliances with organized labour, community groups and other "third forces" in aid of open and accessible higher education.

As a result of ICUTO, we are further ahead in the search for alternatives to market-driven policy in higher education. We have a better understanding of international forces at work in Canada, and why all 10 of our provincial governments are playing the same tune at exactly the same tempo.

This meeting, and its practical outcomes, make a prima facie argument for CAUT involvement in ICUTO. This is CAUT time and CAUT money well spent. ■

(Bill Bruneau teaches at the University of British Columbia, is immediate past president of the UBC Faculty Association and vice-president of CAUT.)

As a result of ICUTO-Wellington, CAUT has organized an Internet exchange service for people interested in Performance Indicators, questions of academic fraud and misconduct, and certain other topics of interest to university teachers. Please contact the following E-mail address for further information: bbruneau@unixg.ubc.ca

Censured Administrations in the United States

INVESTIGATIONS BY THE AMERican Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges, and more than 150 other professional and educational organizations. The 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the *Bulletin* or *Academe* citations in parentheses following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP LIST OF CENSURED ADMINISTRATIONS

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(15-24)	1963
UNIVERSITY OF THE OZARKS *ARKANSAS* *Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.*	December 1963(352-59)	1964
AMARILLO COLLEGE *TEXAS*	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433-38)	1969
UNIVERSITY OF CENTRAL OKLAHOMA	March 1969(66-77)	1969
CAMDEN COUNTY COLLEGE *NEW JERSEY*	September 1973(356-62)	1974
VIRGINIA COMMUNITY COLLEGE SYSTEM	April 1975(30-38)	1975
CONCORDIA SEMINARY *MISSOURI*	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322-28)	1976
BLINN COLLEGE *TEXAS*	April 1976(83-94)	1976
MARQUETTE UNIVERSITY *WISCONSIN*	April 1976(83-94)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES *IOWA*	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COUNTY COMMUNITY COLLEGE *ARKANSAS*	May 1978(93-98)	1978
UNIVERSITY OF TEXAS OF THE PERMIAN BASIN	May 1979(240-50)	1979
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240-50)	1979
OLIVET COLLEGE *MICHIGAN*	April 1980(140-50)	1980
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207-12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May-June 1983(42-46)	1983
ILLINOIS COLLEGE OF OPTOMETRY	November-December 1982(17a-23a)	1984
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
SOUTHWESTERN ADVENTIST COLLEGE *TEXAS*	January-February 1985(1a-9a)	1985
TALLADEGA COLLEGE *ALABAMA*	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November-December 1986(7a-11a)	1987
THE CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE *MAINE*	May-June 1987(45-50)	1987
HILLSDALE COLLEGE *MICHIGAN*	May-June 1988(29-33)	1988
UNIVERSITY OF JUDAISM *CALIFORNIA*	May-June 1988(34-40)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY *NORTH CAROLINA*	May-June 1989(35-45)	1989
ALABAMA STATE UNIVERSITY	May-June 1989(46-56)	1989
CONCORDIA THEOLOGICAL SEMINARY *INDIANA*	May-June 1989(57-67)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
SAINT LEO COLLEGE *FLORIDA*	November-December 1989(34-40)	1990
NEW YORK UNIVERSITY	May-June 1990(49-56)	1990
DEAN JUNIOR COLLEGE *MASSACHUSETTS*	May-June 1991(27-32)	1992
WESLEY COLLEGE *DELAWARE*	May-June 1992(24-36)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May-June 1992(42-49)	1992
CHOWAN COLLEGE *NORTH CAROLINA*	May-June 1992(50-54)	1992
CLARKSON COLLEGE *NEBRASKA*	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May-June 1994(37-46)	1994

Canadian Conference of the Arts

A One-Year Look at the Government's Three-Year Plan for the Cultural Sector

BY KEITH KELLY

FOLLOWING THE TABLING OF the federal government's spending estimates for the financial year 1996 on March 1, 1995 the Canadian Conference of the Arts has been working to compile a full assessment of the damage that the federal budget will inflict on the arts and cultural industries. The delay in releasing this information stems from the fact that it is virtually impossible to fully capture the impact of the budget by exclusively using the numbers in the Main Estimates.

The Minister of Finance announced during the course of his budget that the plan he was putting forward was a three year exercise, however, the Main Estimates deal with only the first year of the plan. In addition, the budget documents note that the cuts announced by the Minister for 1995-96 are on top of cuts announced in the 1994 budget.

Let there be no mistake — even working with only the numbers in the Main Estimates for one year, this year's budget is the most severe program of spending cuts that the cultural sector has ever had to face. Within this next year, total federal government expenditures on heritage and cultural programs will be reduced by $196.5 million and in the subsequent two years by a further $480 million.

Anyone who thought the only cuts were the four per cent, five per cent and five per cent reductions to the CBC, Telefilm Canada and the National Film Board, respectively, will be surprised to see that spending reductions are almost across-the-board. In the case of the national museums and heritage institutions that appear to have increases, it is important to note that the increases are due to transfers of funds from the Department of Public Works for the newly added responsibility of maintaining the buildings and land.

Hence, instead of a five per cent cut at Telefilm, we see a 10.3 per cent reduction, worth $12.5 million. Likewise, the reduction at the NFB is 7.1 per cent, worth $5.8 million. The CBC will incur an overall reduction worth $26.4 million, after receiving a $17 million payment for unavoidable expenses. The Canada Council, which is not mentioned in the Finance Minister's budget will incur a $2.5 million reduction, representing a 2.6 per cent cut.

The Main Estimates also reveal devastating information about publishing programs. While the budget indicated that savings would be recognized by merging the Book Publishing Industry Development Program and the Publications Distribution Assistance Program for Books, the Estimates show that a substantial saving for the government will be recognized even before the merger occurs; the first program has been reduced by $8.2 million (a 33.5 per cent cut) and the second program has been reduced by $14.6 million (a 70.7 per cent cut). In addition, the eight per cent cut to the Postal Subsidy program over three years ends up being a 24 per cent cut over two years when the Mazankowski/Martin cuts are factored in — the Postal Subsidy program falls from $77.5 million in 1994/95 to roughly $58.8 million in 1996/97.

As indicated in the budget, $676 million is going to be cut from the heritage and cultural programs portfolio over the next three years. Although these expenditure cuts are not as large as those faced in other departments (i.e., $1 billion in social programs, $1.6 billion in Defence, $1.4 billion in Industry and $1.5 billion in Natural Resources), the significant cuts to the cultural portfolio are inconsistent with the government's intention to make culture a "fundamental dimension" of international cultural relations.

Over the next year the federal government plans to undertake a fundamental review of both its support to, and the mandates of, the CBC, the NFB and Telefilm Canada. In addition, the Finance Minister indicated that the operations of various other cultural agencies, commissions and corporations will be reviewed to reflect tighter fiscal circumstances.

The Prime Minister's statement that he can't guarantee anything about anything (which he indicated during his January news conference) appears to include the federal government's commitment to the cultural sector. These comments, however, are contradictory to the Liberal Party's commitment before the 1993 election to meet with the provinces within the first six months of their mandate to develop a coherent cultural policy.

More than ever, the federal government must work with the cultural sector to develop and implement a coherent cultural policy for Canada. This will be the only way to ensure that the cultural sector can plan effectively for the challenges and opportunities facing our Canadian artists and creators. ■

(Keith Kelly is National Director of the Canadian Conference of the Arts.)

THE CULTURAL SECTOR AND THE 1995/96 MAIN ESTIMATES

	1995/96 ($000)	1994/95 ($000)	CHANGE ($000)	CHANGE (%)
AGENCIES				
Canada Council	95,882	98,421	-2,539	-2.6
Canadian Broadcasting Corporation	1,064,644	1,091,086	-26,442	-2.4
Telefilm Canada	109,784	122,342	-12,558	-10.3
Canadian Museum of Civilization	46,204	38,126	8,078	21.2
Canadian Museum of Nature	24,988	18,136	6,852	37.8
CRTC	21,246	21,480	-234	-1.1
National Archives of Canada	58,319	59,435	-1,116	-1.9
National Arts Centre	19,308	21,676	-2,368	-10.9
National Battlefields Corporation	4,802	4,901	-99	-2.0
National Capital Commission	82,889	89,770	-6,881	-7.7
National Film Board	75,864	81,653	-5,789	-7.1
National Gallery of Canada	33,411	27,680	5,731	20.7
National Library	34,391	37,293	-2,902	-7.8
Museum of Science & Technology	20,559	15,392	5,167	33.6
SPECIFIC TRANSFER PAYMENTS				
Book Publishing Industry Development	16,280	24,490	-8,210	-33.5
Publications Distribution Assistance (Books)	6,055	20,700	-14,645	-70.7
Postal Subsidy (Contributions to Canada Post)	69,297	77,500	-8,203	-10.6

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Was It Really That Good a Budget?

Martin's budget would be forgotten by everyone except me, one month later.

BY DALTON CAMP

IT HAS BEEN ABOUT A MONTH since the federal government brought down the budget. As a result, life has gone on pretty much as before. The market has been reasonably buoyant and the dollar stable. The posse of evil spirits hovering around the barn before the budget has vaporized. It's been a month now since anyone from Moody's Investors Service rode through here on a credit watch.

While one should be careful not to exude confidence, it does seem the attentions of the Moody's people, Standard & Poor's, the Journal, and World Bank, and the International Monetary Fund have been fixed elsewhere. Mexico — which the Journal pointed out last January was in as bad a financial mess as Canada (according to ace WSJ analyst John Fund) — has not responded to poultices and chicken soup as applied by the forces of international capitalism.

Among the little differences between the Mexican and Canadian economies — both with "basket-case" currencies, you will recall — is that inflation in Mexico has since risen by 95 per cent; the former president has been sent into exile; his brother has been arrested for conspiring in the murder of a political arrival, and there is a continuing civil war in Chiapas. The embattled new government has introduced economic "reforms" — you guessed it: reduced spending, higher interest rates — designed to protect what is left of the share values held by foreign investors and the local oligarchy while further depressing the poor and the fragile Mexican middle class.

So, it is altogether likely the eyes of the World Bank, the IMF, the WSJ, and Moody's are on Mexico. The Americans thus far have pumped 14 billion in Yankee dollars into the economy; billions more are available. (Canada earlier had sunk a couple of billion in the wreckage as a slight token of our esteem). It is worth noting the futility of the combined efforts of these powerful world tinkerers and advisers, including the windward deployment of someone else's money. Things have only worsened.

There is, of course, a guilty little secret about Mexico's hapless condition. It never has conducted an honest election, never had a government that did not run on bribery and venality, and its political system has been routinely based upon the oppression of the poor, enforced by the lack of health care, adequate sanitation and opportunities for education.

Instead, the nation's resources, lands, and wealth — like its political institutions — all are owned by a governing one-party oligarchy. Outsiders who do business in Mexico pay their way through the pockets of the politicians. This was never a secret but only something unremembered. (I know some of the American CEOs who have lived in Mexico and paid their political dues).

I mention this not only to refresh my own memory but yours. We all should stop and think about Dr. Martin's Miracle Budget of Feb. 27, or thereabouts, and then what happened. In fact, nothing happened. The Earth didn't move. One day Canadians were the quarry of the credit hounds and the money changers, the next day the heat was off. Turns out things were worse in Orange County, Calif.

I think there ought to be some among us who should feel a little sheepish, or used, maybe diddled is the word, by these people who were telling Canadians they had been living too high on the hog and Judgment Day was nigh. A lot of them who played that game, it is fair to say, made money out of the fact some of us blinked. It's that sort of business. But the truth is the federal budget didn't change the nature of things — and for awhile it won't — and life went on and the speculators have passed down the U.S. dollar against the yen and the mark.

But most Canadians may prefer to feel sheepish, for the moment. It is better than feeling taken, which they were. The frenzy and hysteria generated over the deficit effectively separated Canadians from their collective sense as citizens so they could dispassionately accept the sacking of 45,000 of their public servants, agree to the further traducement of their government's support of the arts and of public broadcasting and to the odious nickel-and-diming of the pensioned and the poor. But nothing of that now, but later — something the way children are treated by patents who discipline by procrastination.

The little *Wall Street Journal*-Moody-Martin Magic Moment in Canada's fiscal history nicely relieved Canadians of their responsibility to their own social traditions. They swallowed whole the new heresy that liberal democracy has failed, run its course of ruin, and Canadians now were to be wiser and more contrite. So it no longer is to be our society, but a new global one, nor our simple democracy, but a higher "complex" chain of international authority. If the welfare state is dead, the conglomerates state then survives, unambiguous in its purposes, devoted to its shareholders, opposed to either restraint, regulation or tithe, and deathly opposed to liberal democracy.

Much of this continuing drama was played out in the last budget and during the weeks of orchestrated disinformation leading up to it. (Remember when there was "a 70 per cent certainty" the dollar would be downgraded?) It is too soon to forget, but not too early to ask: Was it really that good a budget? So good that it would be forgotten by everyone except me, one month later? ■

(Reprinted with permission — the Toronto Star Syndicate, Wednesday, March 29, 1995.)

What Happened to Freedom of Association?

BY LEO PANITCH & DONALD SWARTZ

YESTERDAY, THE INTERNATIONAL Labour Organization ruled that the federal Libetal government violated ILO conventions by extending the public-service wage freeze introduced by the previous Conservative government. Acting on a complaint by the Public Service Alliance of Canada, carried forward by the Canadian Labour Congress, the UN agency said Ottawa's two-year extension in 1993 of the 1991 Public Sector Compensation Act "in no sense corresponds to the fair and reasonable compromise required" in collective bargaining.

The ruling provides a much-needed opportunity to reflect on the contemporary meaning of freedom in Canada.

We hear much about freedom today, as in free enterprise and free trade, all of which attests to the increasing freedom of those who do business. The question that must be asked is how this "freedom" pertains to those who do not *do* business, but rather work for those who own businesses — or governments, which increasingly think of themselves as businesses.

It is commonly believed that it is the existence of universal suffrage that defines capitalist societies as democratic. However, the distinction between an authoritarian and a democratic capitalism rests equally, and often more clearly, on the presence or absence of freedom of association. The long struggle of propertyless workers for the right to vote over the 19th and 20th centuries was accompanied by an equally long struggle for the right to freedom of association — in particular the freedom to organize into independent trade unions, to bargain and to strike.

This understanding lay behind Canada's decision to join the ILO in 1919, and above all to ratify in 1972 Convention 87, which established that freedom of association, as it pertains to public-sector and private-sector workers, encompasses the freedom to bargain and to strike. Thus, in lodging a complaint with the ILO, the Public Service Alliance (PSAC) was charging the Canadian government with violating international conventions to which it is a signatory.

Nor was this the first complaint by Canadian unions. Between 1974 and 1991, they filed 27 such complaints, reflecting the more than 75 instances of back-to-work and "wage-control" legislation that temporarily (and in some cases permanently) suppressed the trade-union rights of some or all Canadian workers. These included a 1991 complaint by the PSAC about Bill C-29, which threatened massive fines if PSAC members did not end their legal strike and accept the government's wage decree of 0 and 3 per cent over two years. (It was the 1993 extension of that decree, in the form of a two-year wage freeze, that led to the complaint that was the subject of this ILO ruling.)

The ILO, a highly diplomatic body, is not one to issue straightforward condemnations of member countries. Moreover, it has always given the benefit of the doubt to government arguments that the measures in question were "temporary" restrictions, due to "exceptional" circumstances (or, if permanent, that they applied only to workers in "essential" services).

Nonetheless, there is no mistaking its awareness and assessment of Canada's sorry record. The ILO's Freedom of Association Committee flatly asserts that, contrary to the government's defence, the 1991 compensation act "cannot be classed as an exceptional measure," and it reinforces this conclusion by adding that "statutory limitations on collective bargaining now appear to be *common practice* by the government" (emphasis added).

There you have it. In effect, the ILO has branded the Canadian government a habitual violator of workers' freedom of association, a habit the current Liberal government has been only too willing to perpetuate.

First, the 1994 Budget Implementation Act imposed yet another two-year wage freeze on federal workers, in the process cancelling the pay increments provided for in existing collective agreements. The government went on, in the budget of February, 1995, to announce legislation tearing up the 1991 Workforce Adjustment directive — the job-security guarantee that the Conservatives offered federal workers after trampling on their trade-union rights — so that 45,000 of those workers could be laid off. Then there is the back-to-work legislation imposed last month on railway workers, most of whom were locked out by their employers, who sought to renege on 10-year-old guarantees of job security.

The silence of "libetal" opinion on these issues has been striking, to say nothing of the silence of right-wing commentators typically vocal in their insistence on the sanctity of contracts and evils of state intervention. Once set in contrast to the state's treatment of business's "freedoms," the class bias of this silence becomes apparent. Imagine for a moment their reaction to a government which announced that, in order to preserve workers' freedom of association, it would limit the freedom of banks to ship money out of the country, reduce the interest rate on existing government debt and/or limit the amount of interest payable to any single holder of that debt to $100,000 a year.

Yet if economic circumstances require "exceptional" measures, it would surely be better to infringe on the "freedoms" of the wealthy few than the freedoms of the many who create that wealth. It is increasingly apparent, moreover, that these freedoms of the wealthy few have much more to do with perpetuating the economic conditions that are used to justify measures suppressing workers' freedoms than with remedying those conditions. ■

(Leo Panitch is a professor in the department of political science, York University, Toronto. Donald Swartz is a professor in the school of public administration, Carleton University, Ottawa. They are the authors of The Assault on Trade Union Freedoms: From Wage Controls to Social Contract (Garamond, Toronto, 1993). Commentary, the Globe and Mail, Friday, April 7, 1995 — reprinted with permission.)

Research tax credit under review: Manley

CAUT protested the alleged abuse of the scientific research and experimental development tax incentive program by the banks and financial institutions when the government was planning cuts in university research. This is the response received from Industry Canada.

Dr. Joyce Lorimer
President, Canadian Association of University Teachers

Thank you for your letter of Dec. 20, 1994, regarding the Scientific Research and Experimental Development (SR&ED) tax credit.

As you are probably aware, the Honourable Paul Martin, Minister of Finance, announced a number of measures to tighten the SR&ED tax credit rules for research and development (R&D) performed under contract, as part of the budget of Feb. 27, 1995. These more restrictive measures were the subject of public consultations held by the Department of Finance last fall. The budget proposes specifically to tighten the rules for earning investment tax credits on R&D expenditures involving contract payments.

In addition, the budget reconfirmed that Revenue Canada and the Department of Finance would be undertaking a thorough evaluation, as recommended by the Auditor General in his 1994 report, of the SR&ED tax credit program and also announced an accelerated review of the component of the evaluation dealing with information technology. These evaluations will form a basis for considering the need for further improvements in the design and delivery of the SR&ED tax credit. Public consultations will precede any significant changes being made to this credit to ensure that the government obtains the views of a wide range of experts.

Regarding SR&ED tax credit claims by major financial institutions, the budget announced an interim measure that excludes financial institutions from claiming tax credits for information technology, pending the completion of the evaluation of the eligibility criteria for information technology.

The budget proposed substantial cuts that would lead to overall government spending being cut by almost 19 per cent in just three years. For example, the government is sharply reducing subsidies to business by 60 per cent over three years and eliminating a wide range of transportation subsidies. The budgets of government departments are being reduced dramatically, in several cases halved over the next three years.

With respect to future R&D funding, in this time of great fiscal restraint, Canada cannot afford to pursue all possible avenues of technological development. Hard choices must be made. However, in view of the government's priority to support the training of highly qualified people, the advancement of knowledge and research and development, the budgets of the granting councils and the National Research Council are being reduced by less than those of most other economic activities.

JOHN MANLEY
Minister of Industry, Canada

PEI minister says editorial inaccurate

I am writing to bring attention to a serious error in your association's March 1995 issue of the *Bulletin*. The editorial by Joyce Lorimer entitled, "Block Transfers — A Clear Threat to PSE" raises questions about the impact of federal government funding changes on our post-secondary education system.

The author erroneously states that, "In Prince Edward Island the cabinet has discussed whether or not to close the province's only university." As a cabinet member and Minister of the Office of Higher Education, Training and Adult Learning for Prince Edward Island, I can tell you that this statement is untrue. It is completely contrary to the strategy our government and the University of Prince Edward Island has taken in addressing the threats associated with block transfers of funding for post-secondary education.

Adverse conditions call for creative solutions through supportive relationships between the partners involved in providing post-secondary education to our students. Your inaccurate reference to the situation on Prince Edward Island falsely creates an atmosphere of apprehension that is not conducive to problem solving.

As a publication by and for university teachers, I would hope that the *Bulletin* aspires to the academic standards for accuracy and validity that our Canadian university system instills in its students.

I am deeply disappointed that your publication would print such a statement without making any effort to check on its validity. Irresponsible journalism such as this only serves to cause confusion and misunderstanding.

JEANNIE LEA
Minister of Higher Education
Training and Adult Learning
Prince Edward Island

Saskatchewan will study governance policy

Thank you for providing me with a copy of your association's *Policy Statement on University Governance*. As you point out, the issue of university governance is extremely important in these changing times.

I would like to commend your association for its work in the development of the statement. Let me assure you that this document will contribute positively to our discussions surrounding university governance.

PAT ATKINSON
Minister of Education, Training and Employment
Saskatchewan

Resources minister defends transfer changes

Dr. Jean Georges Leugellé, Chair of The National Consortium of Scientific and Educational Societies wrote to the cabinet ministers to protest that the abolition of the transfer payments for postsecondary education would have a devastating and irreversible impact on Canada's research and postsecondary education. This is the response received from the MP for Edmonton Northwest.

Thank you for your letter of Feb. 20 with regard to the federal budget, specifically federal transfers in respect of post-secondary education.

I would like to point out that the budget tabled on Feb. 27 opens the door to a federalism more respectful of provincial jurisdiction as a result of significant reform of federal transfers to the provinces. In 1996-97, the new Canada Social Transfer (CST) will combine and replace separate transfers for health care, post-secondary education, welfare and social services, giving provinces more flexibility to design more effective programs in areas of provincial responsibility.

While overall average transfers will be cut by 4.4 per cent, this is much less than the average 7.3 per cent in cuts to federal programs. The smallest percentage reductions are in departments dedicated to social programs, reflecting the government's commitment to protecting the most vulnerable in society.

Our commitment to predictability and stability for each level of government has been met by giving the provinces two years notice to plan for change.

Currently, transfer conditions restrict the ability of provinces to innovate and deliver services more effectively and efficiently. The new system will give provinces more flexibility to design programs in areas of clear provincial responsibility such as post-secondary education. This flexibility will also allow both levels of government to save the administrative costs of cost-sharing under present transfer programs.

While I recognize there are some initial concerns about transfer payments, I want to assure you that the federal government will work with the provinces to develop shared principles and objectives for these services.

The federal budget reflects the government's commitment to reducing government spending while reducing the deficit.

ANNE MCLELLAN
Minister of Natural Resources, Canada

In fact, the cash transfer under the new CHST will show a cash reduction of $3.47 billion (21.3%) in 1996-97, rising to 39.1% over three years. — ed.

18th Annual

COLLECTIVE BARGAINING CONFERENCE

Hôtel La Sapinière Val-David, Quebec

Saturday Evening June 10 to Wednesday P.M. June 14, 1995

The conference is a training conference, with a primary focus on the development of skills required in all aspects of the collective bargaining process. Simultaneous sessions will accommodate the different levels of experience of conference participants, and associations are encouraged to send both novice and experienced negotiators. Current issues in faculty collective bargaining will also be addressed.

THE AGENDA
Four days of intensive training on the collective bargaining process. This year, we will conduct workshops on the following issues.

- *What is Collective Bargaining?*
- *Managing Negotiations*
- *Preparing for Negotiations*
- *Part-time Faculty*
- *Proposal and Clause Writing*
- *Membership Development*
- *Negotiating Skills*
- *Policies and the Collective Agreement*
- *The Grievance and Arbitration Process*
- *Using Financial Information at the Table*

Participants also benefit from informal discussions with colleagues from across the country, and social activities are organised to facilitate the exchange of information and knowledge.

REGISTER TODAY! Spaces are limited.
Registration fee: $600.00/per person

For more information, please contact
Louise Desjardins or Nancy Gordon at CAUT,
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Phone: (613) 820-2270 Fax: (613) 820-7244

18e conférence annuelle

SUR LA NÉGOCIATION COLLECTIVE

Hôtel La Sapinière Val-David, Québec

Du samedi 10 juin en soirée au mercredi 14 juin 1995 en après midi

La conférence vise à donner de la formation et sa mission première est le développement de compétences exigées dans tous les aspects du processus de négociation collective. Elle comportera des séances simultanées qui accommoderont les divers niveaux d'expérience des participants et participantes.Les associations sont d'ailleurs invitées à déléguer des négociateurs débutants et d'expérience. Les enjeux actuels des négociations collectives des corps professoraux seront également traités.

LE PROGRAMME
Quatre jours intenses de formation sur le processus de négociation collective. Cette année, le programme indut des séances pratiques sur les sujets suivants:

- Qu'est-ce que la négociation collective?
- La gestion des négociations
- La préparation des négociations
- Les professeurs à temps partiel
- La rédaction de propositions et de clauses
- Participation des membres
- Les techniques de négociation
- Les politiques et la convention collective
- Le règlement de grief et l'arbitrage
- Utilisation de renseignements financiers à la table de negociation

Les participants pourront aussi prendre avantage des discussions informelles avec leurs collègues de tout le Canada et des activités sociales sont organisées pour faciliter cet échange d'information et de connaissances

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New Zealand's School of Dentistry

Massive Increase in Student Fees

DENTISTRY TUITION FEES ARE $18,072.50 FOR NEW students in 1995. They were $7,600 in 1994. Students who were already enrolled in 1994 are required to pay $10,172.50 this year. There is only one School of Dentistry in New Zealand and it is based at the University of Otago; there are two medical schools — Otago and Auckland. For comparative purposes, medical students pay $5,540 at the University of Otago and $1,848 at the University of Auckland. ■

U.K. is No Nirvana for Academics

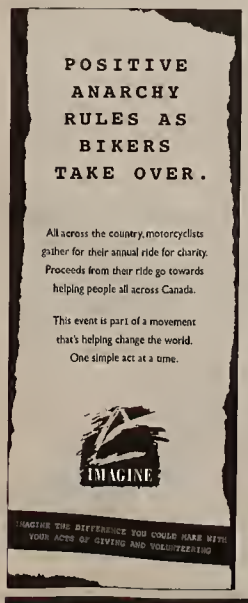
Hobson's vision for Nova Scotia is ... well, just that, says visiting British prof.

BY MAUREEN McNEIL

HAVING WORKED IN BRITish universities throughout the Thatcher era, I balked at the reference to "the wisdom of Lady Thatcher" on the pages of the CAUT *Bulletin*. I was even more disturbed to find Paul A. R. Hobson ("Rationalizing Nova Scotia's University System: Breaking the Impasse through Competition, Not Cooperation," *Bulletin*, March) advocating universities in Nova Scotia follow the lead of those in the U.K.

I am currently a visiting professor in Nova Scotia, on leave from my permanent position at a university in the U.K. It would be no exaggeration to say that I have taken temporary refuge in Canada from the very system Hobson advocates as the way forward for higher eduction in Nova Scotia. I have received letters, phone calls, e-mail messages and facsimiles describing the horrors of what is currently taking place in universities in the U.K. which have confirmed my good fortune in finding temporary reprieve here.

As Hobson indicates, academics in the U.K. are engaged in two processes: a research-assessment exercise (the third round of this is to take place in 1996) and a national review of teaching quality. Like my colleagues there I can see some benefits in both of these processes. Nevertheless, my take on these developments is much more critical than Hobson's and I feel that another perspective should be offered, lest CAUT members regard U.K.-style change as an utopian vision for universities in Nova Scotia or the rest of Canada.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EN CONGÉ OE MON POSTE PERMANENT DANS UNE université du Royaume-Uni, je suis professeure invitée en Nouvelle-Écosse. Je ne partage pas l'avis de Paul A.R. Hobson («Rationalizing Nova Scotia's University System: Breaking the Impasse through Competition, not Cooperation», Bulletin, mars) suggérant que les universités de cette province adoptent le système du Royaume-Uni. Actuellement, les universités du Royaume-Uni sont engagées dans deux processus: une évaluation de la recherche, qui aura lieu en 1996, et une évaluation nationale de la qualité de l'enseignement. Ces évaluations comportent des aspects négatifs, notamment une hausse de la charge administrative, une préoccupation de la forme plutôt que du contenu en enseignement et en recherche et une compétitivité destructrice. Certaines universités achètent leur classement en recherche en chipant à d'autres universités leurs chercheurs les plus «productifs». La rhétorique dissimule une tendance à privilégier la productivité, au moyen de charges de travail accrues, de compressions dans le personnel et les ressources, fondée sur une vision de «production à la chaîne» pour l'enseignement supérieur. En septembre, je devrai retourner au système d'enseignement britannique, non pas à un système dynamique et sensible selon les mots de Hobson, mais à un milieu désagréable, brutal et compétitif. Pour les universités canadiennes, il n'esr certes pas un modèle pédagogique à imiter.

Both the research and the teaching review are highly time-consuming and academics in the U.K. seem to be spending more time representing what they are doing than actually doing it. Many long meetings are required and academics and secretaries must devote numerous hours to documenting research and teaching activities and to "strategizing" about how to present these to best effect. The paperwork generated in the process is weighty. One friend reported her entire departmental budget for photocopying was spent on the documentation prior to their teaching review and that there was nothing left for photocopying for teaching.

A team of assessors descends for a week on a department to scrutinize the documents, to evaluate teaching and to rate the performance of the department. The research review process has involved the invention of an accounting system for academic publications: journals are rated, pages of publications counted, etc. Amongst other things, critical research which does not attract funding, interdisciplinary research and collaborative work, as well as innovations which build on the relationship between teaching and research are not favoured in such a system.

Hobson comments that "competition among institutions is a force to be harnessed and exploited, not choked" but let us be concrete about what academic competition U.K.-style feels like. Levels of stress and strain are high, morale is low in many institutions and some of my colleagues are literally ill as a result. Individualism and wheeling-and-dealing are to the fore.

There is an unholy scramble going on at the moment to secure "high-producers" which makes hockey or baseball trading seem bush-league. Universities that have the money are buying their way up the league tables. How would you feel if one of your colleagues whose research and publications activities had been nuttured by your department was suddenly bought out by another department? This would mean that all of this colleague's publications of recent years would count in the new department's figures.

The effect of this is to brand some academics and some departments as star dealers in the research market and others as suitable only for mass teaching. Once these labels are assigned, it will be hard to shift the categorization: heavy teaching loads, even the elimination of sabbaticals will guarantee that those at the bottom of the academic market stay there. As in other realms where the market philosophy reigns the rich get richer and the poor get poorer.

Also to be considered is what "implementing quasi-market mechanisms in the university education system" (Hobson's phrase) in the U.K. mode means. Recent job advertisements and prospectus information from U.K. universities are revealing. In contrast to Canada where specific intellectual interests and skills are still foregrounded, advertising in the U.K. seldom specifies field of expertise — the pitch is uniform. "We are seeking an outstanding scholar... to play a full role in enhancing the department" is one of the euphemistic ways of referring to the drive to find people "to up the department's research rating."

Towards the end of Hobson's article he invokes a revealing analogy when he suggests that a U.K.-style system "empowers those who are on the production line." It will be obvious that many of my friends and colleagues in the U.K. are feeling anything but empowered, but they do feel that they are on an academic assembly-line.

Universities are becoming more like factories and their workers (academics and others) are to be regulated accordingly. Behind all the rhetoric of "peer assessment" and non-government regulation are the mandates to improve productivity (i.e. increase work loads, cut staffing and resources) and to convert universities to direct market regulation.

This is no different than the rationalization realised in other sectors and it is naive to believe that academics and students are in control. Hobson claims that "university faculty and students are, therefore, at the centre of this system" but this is the case only if they internalize market values and reorganize their institutions on this basis.

It has been refreshing to be teaching and researching in a system (in Nova Scotia) which has not (yet!) been entirely re-orientated to accommodate this production line vision. But the omens of this market reorientation are here too: adopting the U.K. system will simply enhance and speed up this process.

In September I shall pack my bags and return to research and teaching in Britain. Quite frankly I am dreading the return to a university system in which market mechanisms (there is nothing "quasi" about them) have been fully internalized and institutionalized. I anticipate returning not to "a vibrant and responsive system" as Hobson describes it, but to a nasty, brutish competitive environment in which presentation is all, where there is insufficient concern for the substance of teaching and research, where the free exchange of ideas seems a quaint anachronism and (a few designated super producers excepted) to mainly overworked, poorly-paid, and demoralized colleagues.

This will not be a "green and pleasant land" and it certainly is not an educational nirvana for Canadian universities to emulate. ■

(Maureen McNeil holds the Nancy Roswell Jackman Chair in Women's Studies at Mount Saint Vincent University.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

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ADMINISTRATIVE STUDIES

YORK UNIVERSITY, Atkinson College, Department of Administrative Studies. Applications are invited for a one year contractually limited appointment. This position is based in Atkinson College but may be cross appointed in the Faculty of Administrative Studies. The principal duties will involve teaching and administering the course "Introduction to Administrative Studies". Teaching on other courses offered by the Department is also possible. Applicants may be from any field of Administrative Studies. It is hoped to make the appointment with effect from 1st September 1995. The position is subject to budgetary approval by the University. Candidates would be expected to teach in the undergraduate programmes offered by the department, and would also be expected to be of suitable standing to teach in the University's graduate programmes. Minimum qualifications: PhD, or close to completion. In some circumstances other combinations of qualifications would be acceptable, such as a professional accounting designation and a master's degree. York University is Canada's third largest University, and Atkinson College is a Faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time basis, primarily through evening courses, and both evening and daytime courses in the Summer. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates should submit a c.v. with the names of three referees, to: J. Parkinson, Chair, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

ADULT EDUCATION

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION of the University of Toronto The Institute is inviting applications for a tenure stream position at the rank of Assistant or Associate Professor in the Department of Adult Education (Ref. 3/577). The Department of Adult Education seeks applicants with a research and scholarly publication record in an area relevant to adult education/learning focusing on one or more of the following specializations: adult learning and development throughout the lifespan, including attention to the learning issues of marginalized communities and anti-racist education; training and policy formation in human services professions including community based and/or alternative institutions; human resource development-organizational development, the management of change, innovations in public, private and non-governmental organizations and employment equity Expertise in both qualitative and quantitative research methods would be highly desirable. Candidates must have a broad understanding of and a commitment to adult education as a field of inquiry and practice and should manifest a critical approach to adult education including feminist and anti-racist perspectives as well as awareness of other differences of power and privilege. Applications (including reference number) along with a current curriculum vitae and the names of three or more references should be submitted by June 1, 1995 to: Malcolm A. Levin, Assistant Director (Academic), Ontario Institute for Studies in Education, 252 Bloor Street West, Suite 11-126, Toronto, Ontario M5S 1V6. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Also in accordance with provincial employment equity legislation, we particularly welcome applications from persons with disabilities, persons of aboriginal heritage, visible minorities and women.

ANAESTHESIA

UNIVERSITY OF OTTAWA - Chair, University Department of Anaesthesia. Responsible for directing education programs at both the undergraduate and graduate levels, and must be eligible to practice in Ontario and hold certification of the Royal College of Physicians and Surgeons of Canada in Anaesthesia. The individual selected will hold a full-time University appointment and have a track record of academic excellence, commitment to education and leadership skills. A working knowledge of both English and French is desirable; a commitment to support bilingualism within the Faculty is essential. Salary, academic rank and fringe benefits are commensurate with qualifications and experience in accordance with existing scales at the University of Ottawa. In keeping with the practice policy for the recruitment of women, the University of Ottawa strongly encourages application from women. Employment equity is University policy. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements. Applicants are requested to forward their curriculum vitae and the names of three references prior to July 31st, 1995, specifying the position applied for, to John F. Seely, MD, Dean, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario K1H 8M5.

UNIVERSITÉ D'OTTAWA - Chaire universitaire du département d'anesthésie. Comme vous serez responsable des programmes d'études de premier et de deuxième cycles, vous devez être admissible à exercer la profession en Ontario et posséder l'agrément à titre de spécialiste en anesthésie du Collège royal des médecins et chirurgiens du Canada. Vous devez aussi être en mesure de mettre sur pied de solides programmes en clinique et en recherche. Pour ce poste à temps complet, la Faculté recherche des personnes dévouées à l'enseignement, douées de qualités de chef et ayant à leur actif un excellent dossier académique. Une connaissance de l'anglais et du français est désirable. Un engagement à promouvoir le bilinguisme au sein de la Faculté est essentiel. Le traitement, le rang académique et les avantages sociaux seront fonction de la formation et de l'expérience, selon l'échelle en vigueur à l'Université d'Ottawa. Conformément au règlement sur le recrutement proactif des professeures, l'Université encourage fortement les demandes de la part des femmes. L'Université applique par ailleurs une politique d'égalité en matière d'emploi. En vertu des exigences canadiennes relatives à l'immigration, la priorité sera accordée aux personnes de citoyenneté canadienne et de résidence permanente au Canada. Pour postuler, veuillez faire parvenir votre dossier de candidature, incluant un curriculum vitae et le nom de trois répondants, d'ici le 31 juillet 1995, en citant le titre du poste visé, au Dr. John F. Seely, doyen, Faculté de medecine, Université d'Ottawa, 451 chemin Smyth, Ottawa (Ontario) K1H 8M5.

ANATOMY & NEUROBIOLOGY

UNIVERSITY OF OTTAWA - The Department of Anatomy and Neurobiology of the University of Ottawa invites applications for a tenure-track position at the rank of Assistant Professor available July 1, 1995. The successful candidate must have a PhD degree with at least two years of post-doctoral experience, or an M.D. degree with equivalent research experience. The applicant must be capable of attracting external funding and developing an independent research program involving graduate student supervision in the morphological sciences. The department is interested in candidates using contemporary experimental methods and has excellent research facilities including those required for tissue culture and electron microscopy. Teaching responsibilities involve the teaching of gross anatomy in French and English to undergraduate medical students, to students in the allied health sciences and contributing to the department's graduate courses in cell and developmental biology or neurobiology. Active knowledge (oral and written) of both French and English is required. Applications, including a curriculum vitae, representative reprints, a brief description of research interests and three letters of reference should be sent to arrive before May 31, 1995 to Dr. J.N. Fryer, Professor and Chairman, Department of Anatomy and Neurobiology, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario K1H 8M5. In keeping with a proactive policy on employment equity, the University of Ottawa strongly encourages applications from women. Priority will also be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements.
UNIVERSITÉ D'OTTAWA. Le département d'anatomie et neurobiologie de l'Université d'Ottawa invite des candidat(e)s à soumettre une demande pour un poste de professeur(e) au rang d'adjoint(e) menant à la permanence. Ce poste est disponible le 1 juillet 1995. Les candidat(e)s doivent détenir un PhD et deux années d'étude post-doctorale ou un M.D. et une expérience

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The successful candidate will be expected to teach effectively, to develop a significant externally funded research program, and to assist in the development of graduate studies. This position is subject to final budget approval. The successful candidate must be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. Interested applicants should submit a curriculum vitae, a statement of their specific teaching and research interests, and the names and addresses of three referees to:

Dr. J.G. Locker, Dean, P.Eng.
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In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

DEAN, FACULTY OF LAW
UNIVERSITY OF TORONTO

The University of Toronto invites nominations and applications for the position of Dean of the Faculty of Law. The goal of the Faculty of Law is to be the pre-eminent centre for research and teaching in law in Canada and one of the great law schools in the common law world. With respect to research, its goal is to undertake theoretical, doctrinal and interdisciplinary scholarship of national and international significance. With respect to teaching, the Faculty's goal is to provide an outstandingly rigorous liberal education in law for undergraduate students and a research-intensive thesis-based programme of high distinction for graduate students at the masters and doctoral levels.

Candidates should possess a distinguished record of scholarship consistent with a tenured appointment at a senior professorial level. Candidates should also have excellent administrative, organizational, communication, and motivational skills.

The appointment will be at an appropriate academic rank and at a salary level commensurate with experience. The preferred starting date is July 1, 1995 or as soon as possible thereafter. Applicants should send a curriculum vitae and the names and addresses of 3 referees by **May 31, 1995 to Professor Adel S. Sedra, Vice-President and Provost, University of Toronto, 27 King's College Road, Rm. 225, Toronto, M5S 1A1.**

This advertisement is directed to Canadian citizens and permanent residents. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

Dalhousie University
Social Science Ocean Studies Position

Dalhousie University Ocean Studies invites applications for a full time, tenure track position in the social sciences. Ocean Studies is an Area of Special Emphasis at Dalhousie University which promotes interdisciplinary ocean-related research and training . Under the Administrative leadership of the Executive Director of Ocean Studies and in collaboration with the Killam Memorial Chair in Ocean Studies, the social scientist in Ocean Studies will play a key role in the academic development of Ocean Studies.

The successful candidate will be appointed at the level of assistant or associate professor within the Faculty of Arts and Social Sciences, the Faculty of Law or the Faculty of Management. (S)he will be expected to maintain an active research program, with an emphasis on interdisciplinary, collaborative research. In addition, (s)he will assume a teaching and advisory commitment both within his/her home unit and the Marine Affairs Program at Dalhousie. This latter role will be approximately 25% of the incumbent's responsibilities. The Marine Affairs Program offers a one-year Master of Marine Management Degree primarily directed at mid-career professionals from both developing and developed countries.

The successful candidate will possess: a PhD or equivalent in a social science discipline or law; a strong record of research achievement in an ocean-related field, experience in interdisciplinary research and teaching and excellent interpersonal and communication skills. Policy expertise is desirable but not an absolute requirement. Applications are encouraged from both the government and private sectors as well as from professional academicians. Salary and benefits will be commensurate with qualifications and experience. Applications should include a curriculum vitae and the names of at least three referees. **Screening of applications will begin May 15, 1995 and will continue until the position is filled.**

Applications should be sent to:
Dr. Robert Fournier (Search Committee Chair)
Executive Director of Ocean Studies
Room 337, Arts & Administration Bldg.
Dalhousie University, Halifax Nova Scotia, B3H 4H6
ph. (902) 494-6513 fax (902) 494-1595

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

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équivalente en recherche. Les candidat(e)s doivent aussi être en mesure d'obtenir les fonds nécessaires afin de développer un programme indépendant de recherches en sciences morphologiques qui inclura la surveillance d'étudiant gradué. Le département s'intéresse aux candidat(e)s possédant une connaissance des méthodes expérimentales contemporaines. Il dispose d'excellentes installations de recherches comme celles requises pour la culture de tissus et la microscopie électronique. Les candidat(e)s doivent enseigner l'anatomie macroscopique en français et en anglais aux étudiants en medecine et en sciences de la santé, et participer aux cours gradués en biologie cellulaire et du développement ou en neurobiologie offerts par le département. Une connaissance active (orale et écrite) du français et de l'anglais est requise. Les candidat(e)s sont prié(e)s de faire parvenir leur curriculum vitae, une description brève de leurs recherches et trois lettres de recommendation, avant le 31 may 1995 a/a Dr. J.N. Fryer, Directeur, Département d'Anatomie et Neurobiologie, Faculté de Médecine, Université d'Ottawa, 451 chemin Smyth, Ottawa, Ontario K1H 8M5. Etant engagée dans une politique d'équité en matière d'emploi, l'Université encourage fortement les demandes de la part des femmes. Conformément aux exigences en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada

ANTHROPOLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Position in Sociocultural Anthropology. The Department of Anthropology at Memorial University of Newfoundland invites applications for a two-year appointment (subject to budgetary approval) in sociaVcultural anthrpology, beginning 1 September 1995. The applicant must possess the PhD in anthropology as well as a record of scholarly work in the anthrpology of gender, and also be prepared to teach in areas such as, but not limited to, gender studies, theory, methods, ethnography, and introductory anthropology. Please send applications together with a curriculum vitae and the names of three referees to: Dr. M.A.P. Renouf, Head, Department of Anthropology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7; Fax No. (709)737-8686. Applications will be accepted until May 30, 1995. In accordance with immigration regulations, this advetisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

ST. THOMAS UNIVERSITY - The Department of Anthropology at St. Thomas University invites applications for a ten-month, limited-term appointment at the assistant professor level. St. Thomas University is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The primary field of study should be in sociocultural anthropology; the successful candidate should be able to teach general anthropology, area ethnography other than North or South America, and courses which complement the existing interests of the faculty. Other responsibilities include honours thesis supervision and research and administrative duties. A PhD degree is required, or imminent completion is expected. Applicants should submit a curriculum vitae, evidence of teaching effectiveness (teaching portfolio preferred) and arrange to have three letters of reference sent directly to Dr. Alan Mason, Chair, Anthropology Department, St. Thomas University, Fredericton, New Brunswick E3B 5G3. Closing date: May 30, 1995 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

ARCHITECTURE

CARLETON UNIVERSITY - School of Architecture. Applications are invited for one tenure-track position (rank open) to begin January 1, 1996. This position is primarily in the area of history and theory of architecture with an emphasis on cultural studies. Candidates should have a professional degree in architecture and an advanced degree, preferably a PhD, in architecture or a closely related field, and will be evaluated on the basis of demonstrated ability in teaching, research and publications. The successful candidate will be expected to teach an advanced level Design Studio, a course in history and theory with emphasis on cultural studies and/or information technologies, to guide theses, and to engage in funded research in architecture. Carleton's five-year undergraduate programme feads to a professional Bachelor of Arthitecture degree and strives to achieve a balanced architectural education by providing a strong theoretical/conceptual and technical foundation. A post-professional Master's programme with the theme of "Architecture and Culture" is in the final stages of approval. Areas of concentration include architectural theory, multiculturalism, and techno-scientific culture. The successful candidate will be expected to play a major role in this new graduate programme. Applications including a curriculum vitae, a design portfolio, copies of publications or research reports, and the names of three references must be sent to: Professor Benjamin Gianni, Director, School of Architecture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613)788-2861; Fax: (613)788-2849. Salary will be commensurate with rank and experience. Application deadline: August 30, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply

BIOLOGY

THE HAMILTON CIVIC HOSPITALS RESEARCH CENTRE, a state-of-the-art research facility that focuses on hemostasis and atherosclerosis, is seeking a vascular biologist. The Centre is associated with McMaster University and the successful applicant will have a faculty appointment at the assistant/associate professor level. The ideal candidate will be a PhD or M.D./PHD and experienced in molecular biology, protein chemistry, and cell biology techniques who has scientific productivity in the study of the fibrinolytic system, with particular emphasis on the PAI-1-vitronectin interaction and the regulation of the genes controlling the syntheses of these proteins at the mRNA and transcription levels. Preference is given to individuals with five to ten years of research experience who have demonstrated their ability to obtain competitive extramural support. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University has an employment equity programme, and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. Interested candidates should send curriculum vitae, a brief statement of their research interests, and the names, addresses, and telephone numbers of three references to: Dr. J. Hirsh, Director, Hamilton Civic Hospitals Research Centre, 60 Wing, 2nd Floor, 711 Concession Street, Hamilton, Ontario L8V 1C3. Deadline for submission is 30 days from advertising date.

BOTANY

UNIVERSITY OF GUELPH - Department of Botany, College of Biological Science. The University of Guelph invites applications for a full-time tenure-track position at the Assistant Professor level in Mycology. Although situated in the Department of Botany, this position is key to the support of a number of research and teaching programs at the University. The University of Guelph has over 60 faculty members in various subdisciplines of Plant Biology with an annual research budget in excess of 9 million dollars and with a current enrolment of over 230 graduate students. The Department of Botany has 12 Faculty members, 3 Associated Graduate Faculty members, 4 Post-doctoral fellows/research associates and 27 graduate students. The successful candidate would be expected to teach introductory and senior courses in Mycology in the Plant Biology Program and to develop a strong research program in Mycology. The department and Plant Biology Council both emphasize excellence in teaching and research, and applicants must demonstrate strength in these areas. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a recent curriculum vitae and three letters of reference, should be sent by May 31, 1995 to: Dr. R.L. Peterson, Professor and Chair, Department of Botany, University of Guelph, Guelph, Ont. N1G 2W1. The appointment is subject to final budgetary approval.

BUSINESS

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited for tenure-track positions in the areas of (i) accounting and (ii) finance with one position available in each area. Positions are subject to budget approval. Rank is open based on qualifications and experience. Visiting appointment is also possible. PhD or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1995 preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for special-

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The UNIVERSITY of WINNIPEG

Program in *Administrative Studies*

The Administrative Studies program invites applications for two positions at the level of Assistant Professor. These may be probationary tenure-track positions. The desired specialties include Accounting and Finance, Marketing, Human Resources, and Entrepreneurship. Preference will be given to candidates able to teach at an intermediate level in more than one of these areas. Responsibilities include teaching a variety of courses, carrying out a program of research in the candidate's specialty, and participating in the affairs of the Program and University.

An advanced degree is required for these positions, and a Ph.D. preferred. The University of Winnipeg program emphasizes case-based instruction, so case-method teaching and professional experience are valuable.

Department of *Business Computing*

The Department of Business Computing invites applications for two positions at the level of Assistant Professor. These may be probationary tenure-track positions. Candidates are particularly invited whose expertise includes networks, telecommunications, multi-media systems, CASE, or client-server system design. Experience in a number of hardware and software environments is desirable. Responsibilities include teaching a variety of courses, carrying out a program of research in the candidate's specialty, and participating in the affairs of the Department and University.

An advanced degree is required for these positions, and a Ph.D. preferred. The University of Winnipeg program emphasizes applied information systems. Preference will be given to candidates who heve professional experience, and are abte to teach at an intermediate level in several areas in applied computing.

These positions are subject to final budgetary approval. Salery levels will be commensurate with candidates' experience. These positions will begin July 1, 1995. In accord with Canadian Immigration requirements, these advertisements are directed first to Canadian citizens and permanent residents. Questions may be directed to erbach@uwpg02.uwinnipeg.ca. Candidates' dossiers must include a curriculum vitae and the names of three referees. Dossiers will be examined as they are received until the positions are filled. Dossiers should be sent to:

Prof. D.W. Erbach, Director
Program in Administrative Studies or
Department of Business Computing
The University of Winnipeg
515 Portage Avenue
Winnipeg, Manitobe R3B 2E9
Fax 204-786-1824

President

Association of Universities and Colleges of Canada (AUCC)

The Association of Universities and Colleges of Canada (AUCC) is the nationol organization of degree-granting institutions. Its mondote is to foster the interests of Canadian higher education at hame and abroad. The Association is seeking applications and nominations for the position of President.

Reporting to the Board of Directors, the President is the primary strategist and spokesperson for the orgonization and Chief Executive Officer responsible for the management of the Association's programs and activities and of its Secretariat located in Ottawa. The Association's major areas of activity ore: public policy advocacy, member services, the management of scholarship and international development contracts, and community service.

Candidates for President will preferably possess a thorough understanding of Canodian higher education and be knowledgeable about the development of public policy, including fiscal policy. The ability to function at the peer level with the Executive Heads of member institutions, and to deal effectively with representatives of governments in Canada and abraad, is essential. The President must hove superior communications skills and be able to function competently in both official languages. Travel for the purpose of maintaining contact with member institutians, regional organizatians, affiliate groups and the provincial scene is a feature of the pasition. Appropriate qualifications and credentials are required.

This challenging position is compensated at a level commensurate with the seniority and importance attached to it. Please direct inquiries in confidence to the address shown at left.

The LANDMARK Consulting Group Inc.

1455 Lakeshare Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax: (905) 634-1882

Président(e) - directeur(rice) général(e)

Association des Universités et Collèges du Canada (AUCC)

L'Association des Universités et Collèges du Canada (AUCC) est le regroupement nationol des établissements d'enseignement de niveau universitaire . Elle a pour mandat de favoriser les intérêts de l'enseignement supérieur, au poys et à l'étronger. L'association est à la recherche de candidatures et de propositions de candidatures pour le poste de Président(e) - directeur(rice) général(e).

Relevant d'un conseil d'administration, le président/la présidente est le premier stratège et porte-parole de l'orgonisme et son directeur/directrice général(e), principal responsable de la gestion des pragrammes et activités de l'association et de son secrétariat, situé à Ottawa. Les principales sphères d'activité du secrétariat sont la représentation des intérêts universitaires en matière de politique publique, les services aux membres, la gestion de bourses d'études et de contrats de développement international et le service à la collectivité.

Nous recherchons de préférence des candidats/candidates qui comprennent très bien le milieu de l'enseignement supérieur canadien et qui ont une bonne connaissance du processus d'élaboratian de la politique publique, dont la politique budgétoire. Il est essentiel de pouvoir fonctionner en collégialité avec les chefs des établissements membres et de pouvoir traiter avec les représentants des gouvernements au Canada et à l'étranger. Le président/la présidente doit posséder une excellente capacité de communiquer et pouvoir fonctionner de façon compétente dans les deux langues officielles. Les déplacements pour le maintien des contacts avec les établissements membres, les organisations régionales, les groupes affiliés et les milieux provinciaux sont inhérents au poste. Nous demandons des qualifications et des références adéquates.

Ce poste stimulant est rémunéré en fonction de son niveau et de son importance. Veuillez faire parvenir vos domandes à l'adresse indiquée ci-contre, sous pli confidentiel.

The LANDMARK Consulting Group Inc.

1455 lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax (905) 634-1882

CLASSIFIEDS

ly designed areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba R3T 5V4. Application deadline is May 31, 1995.

THE UNIVERSITY OF WESTERN ONTARIO - Western Business School is Canada's premier business school, recognized worldwide for the quality of its management education. The School seeks candidates for limited term or tenure track positions in Business Policy, Finance, Information Systems, International Business, Management Accounting and Control, Management Science, Marketing, Operations/Production Management and Organizational Behaviour. The positions require that the candidates have a PhD or DBA, completed or near completion. Successful candidates will teach in the degree-granting programs, be engaged in significant research and publications activities, and be encouraged to participate in executive education opportunities. The case method is used extensively; however, different methods and pedagogical innovations are encouraged. Excellence in classroom teaching and course development is highly valued. The School supports faculty research dealing with issues of significant relevance to practising managers. An interest and ability in international business are encouraged. All positions are subject to the availability of funding. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applicants for these positions should send their Curriculum Vitae to Professor Larry Wynant, Associate Dean, Western Business School, The University of Western Ontario, London, Canada N6A 3K7.

BUSINESS ADMINISTRATION

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). Applications are invited for faculty positions in Accounting and Marketing. Applicants for these positions should possess a PhD, although ABD candidates in the final stages of dissertation research will be considered. A commitment to quality teaching and a record of scholarly achievement or demonstrated research potential is required. Rank is open and salary is commensurate with qualifications. Appointment date is flexible, but July 1, 1995 is preferred. Please submit application letter, curriculum vitae, and three letters of reference to: Professor Dennis Olson, Acting Chair of Business Administration, c/o Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Tel (604)960-6480. email: rachel@unbc.edu. Preference will be given to those applications received by May 31, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

COMMUNICATION

UNIVERSITY COLLEGE OF CAPE BRETON - School of Community Studies, Department of Communication. Please quote reference number COM950303 on all correspondence. The School of Community Studies, University College of Cape Breton invites applications for a 9 month term position to teach in the Communication Department starting September 1, 1995. Rank and salary to be determined later. Qualifications: PhD preferred but candidates possessing an M.A. with exceptional scholarship and teaching experience will also be considered. Duties: The successful candidate will be required to teach several sections of the basic courses, Introduction to Interpersonal Communication and Introduction to Public Communication. Qualified candidates should send a letter of application, curriculum vitae, post-secondary transcripts, as well as the names, addresses and telephone numbers of three references by May 30, 1995 to Mr. Jack MacLeod, Director, Human Resources, P.O. Box 5300, Sydney, NS B1P 6L2, FAX (902)562-7499. Any inquiries regarding this advertisement should be directed to Celeste Sullivan MacPherson at (902)539-5300, ext. 389.

COMPUTER SCIENCE

UNIVERSITY OF BRITISH COLUMBIA - The Department of Computer Science at the University of British Columbia invites applications for a tenure-track position of Instructor. As well as an outstanding teaching record, candidates should have experience in curriculum design and course development and in state-of-the-art teaching laboratories. A demonstrated commitment to teaching, as well as familiarity with current developments in the teaching of computer science, is essential. A PhD or equivalent in Computer Science is preferred. The position is available as of July 1, 1995. Salary will be commensurate with rank and experience. Applicants should submit their resume and the names of at least three references to Robert J. Woodham, Acting Head, Department of Computer Science, University of British Columbia, Vancouver, BC V6T 1Z4. Applications will be accepted until May 31, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. The position is subject available funding.

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Computer Science at The University of Western Ontario invites applications for a tenure-track position at the level of Assistant Professor. Candidates should have a PhD in Computer Science or related discipline, and show evidence of strong research potential and excellence in teaching. Preference will be given to candidates with research interests in software engineering, network communications, distributed computing, and related fields. The Department of Computer Science comprises 20 regular faculty plus visiting and teaching faculty members. The Department offers B.Sc., M.Sc., and PhD degrees in Computer Science and maintains an in-house state-of-the-art computing environment consisting of well over 50 workstations with specialized research facilities for graphics, parallel computing and distributing computing. The Department receives funding from NSERC, ITRC, IRIS, industry and government agencies, such as the Canadian Genome Analysis and Technology Program and Agriculture Canada, for research into a broad range of areas including algorithms, artificial intelligence, computer graphics, databases, distributed computing, formal languages and automata, image processing, medical imaging, numerical analysis, parallel algorithms and computation, programming languages, software engineering, and vision. The University of Western Ontario, located in London, Ontario, offers an attractive campus with many activities. London offers a reasonable cost of living coupled with many of the amenities found in larger cities as well as convenient access to the metropolitan areas of Toronto, and Windsor/Detroit. The deadline for applications is November 15, 1995. The effective date of appointment is January 1, 1996. Applications should be sent to: Dr. Michael Bauer, Chair, Department of Computer Science, The University of Western Ontario, Middlesex College, London, Ontario, Canada N6A 5B7. Positions are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Department of Computer Science The department invites qualified applicants at the rank of assistant professorship (tenure track). Expertise in the areas of program specifications and design, theory of programming languages, distributed computing, is particularly sought, although strong candidates in other areas will also be considered. Candidates should have a PhD in computer science with a strong commitment to research and teaching. Duties include undergraduate and graduate teaching, supervision of M.Sc. and PhD students, and active research. The Department of Computer Science offers undergraduate and graduate programs at the M.Sc. and PhD level. It has over 20 faculty and 16 staff members. Active research areas include theoretical computer science, parallel and distributed computing, scientific computing, software systems and artificial intelligence. The department provides a UNIX software development environment supported by a network of RISC workstations and servers. An optical fibre link allows access to additional university computing facilities. Memorial University has a student population of about 17,000. St. John's is the provincial capital with a population of over 150,000. It enjoys a moderate climate and offers numerous outdoor activities throughout the year. The appointment will begin 1 September 1995. Salary will be commensurate with qualifications and experience. Applications will be entertained until the position is filled, although applications received by 1 June 1995 will get the first consideration. Applications including the curriculum

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THE HONG KONG POLYTECHNIC UNIVERSITY
香港理工大學
(formerly Hong Kong Polytechnic
前香港理工學院)

The Hong Kong Polytechnic University (formerly known as Hong Kong Polytechnic) is the largest of the higher education institutions in Hong Kong, with a full-time equivalent student population of around 13,500 and a full-time academic staff establishment of about 1,000. The University offers a wide range of advanced courses and research programmes up to doctoral level and is fully committed to academic excellence in a professional context. Applications are invited for the following teaching posts tenable from the 1995/96 academic year.

Faculty of Applied Science and Textiles

Institute of Textiles and Clothing
Associate Professor
Textile Management/Textile Marketing

Faculty of Business and Information Systems

Department of Accountancy
Assistant Professor
Company Secretarial Practice/Corporate Compliance/ Accounting Information Systems and Models/Corporate Finance/ Regulatory Framework of Capital Markets/Portfolio and Investment Management/International Finance/International Accounting/Advanced Financial Accounting/Advanced Managerial Accounting

Department of Computing
Professor/Associate Professor/Assistant Professor
Chinese Computing/Multi-media/Graphics/Data Communication/Computer Network/Software Engineering/Operating Systems/Distributed Systems/ Programming Language/Object-oriented Techniques/ Systems Integration

Department of Hotel and Tourism Management
Associate Professor/Assistant Professor
Strategic Management/Human Resource Management/ Tourism Management/Information Technology/Marketing Management/Accounting and Financial Management
Lecturer
Food Production/Food and Beverage Service

Faculty of Communication

Department of Chinese and Bilingual Studies
Associate Professor
Sociolinguistics/Bilingual Studies
Assistant Professor
Phonology/Contrastive Linguistics/Description of Chinese/ Language Teaching Theory/Translation Studies (Translation History/Theory)

Faculty of Construction and Land Use

Department of Building and Real Estate
Assistant Professor
Law in Construction and Real Estate

Department of Building Services Engineering
Associate Professor/Assistant Professor
Indoor Air Quality/Energy Efficiency Studies/Electrical Services Engineering
Senior Lecturer/Lecturer
Building Services Design/Operations and Maintenance

Department of Civil and Structural Engineering
Associate Professor/Assistant Professor
Environmental Management/Environmental Impact Assessment
Assistant Professor
Geotechnology/Construction Management/Structural Engineering/Environmental Engineering
Principal Lecturer/Senior Lecturer
Structural Engineering/Construction Management and Technology

Department of Land Surveying and Geo-Informatics
Professor/Associate Professor
Geographic Information Systems

Faculty of Engineering

Department of Electrical Engineering
Professor/Associate Professor/Assistant Professor
Power Electronics/Fibre Optics/Robotics and Control/ Electrical Energy Utilisation/High Voltage

Department of Manufacturing Engineering
Assistant Professor
Manufacturing Technology/Design for Manufacture/ Manufacturing Management/Quality and Reliability/CAD/ CAM/Automatic Assembly
Lecturer
Manufacturing Technology/Design for Manufacture/ Manufacturing Management/Quality and Reliability/CAD/ CAM/Automatic Assembly

Department of Maritime Studies
Assistant Professor
Maritime/Shipping Studies

Department of Mechanical Engineering
Professor/Associate Professor
Mechanical Engineering
Assistant Professor
Design/Mechatronics/Fluid Mechanics

Professor/Associate Professor/Assistant Professor (academic staff engaged primarily in degree level work)

General Requirements
A higher degree, preferably a doctorate, is normally required. For appointment at Professor/Associate Professor levels, applicants should have a strong research/publication record and substantial relevant teaching/administrative experience. A distinguished record of scholarship and research is required for Professorship. Detailed qualifications for appointment to specific posts will be provided together with the application forms upon request.

Salary Scales
Professor: HK$669,360 - HK$889,260 per annum
Associate Professor: HK$641,580 - HK$861,900 per annum
Assistant Professor: HK$412,980 - HK$468,480/BAR/HK$496,320 - HK$689,880 per annum
(Note: CAD$1 = HK$5.5 as at 22 March 1995)

Principal Lecturer/Senior Lecturer/Lecturer

General Requirements
Applicants should have a good honours degree and an appropriate professional qualification, and preferably higher degrees and/or advanced specialist qualifications. For appointment at Principal Lecturer/Senior Lecturer levels, applicants should have substantial professional/teaching/research experience. Detailed qualifications for appointment to specific posts will be provided together with the application forms upon request.

Salary Scales
Principal Lecturer: HK$610,620 - HK$787,740 per annum
Senior Lecturer: HK$514,320 - HK$683,760 per annum
Lecturer: HK$288,300 - HK$491,640 per annum
(Note: CAD$1 = HK$5.5 as at 22 March 1995)

Conditions of Service

Initial appointments will be made on a fixed-term gratuity-bearing contract of two years at the end of which, re-engagement is subject to mutual agreement. Other benefits include leave, medical and dental schemes, children's education allowance, and subsidized housing where applicable.

Application

Application including curriculum vitae and names of three referees should be sent to:
Personnel Office
Room AG 426, Core A
Chung Sze Yuen Building
The Hong Kong Polytechnic University
Hung Hom, Kowloon, Hong Kong
by mail, or by fax (852)764-3374, or by e-mail GSSTAFF@HKPCC.HKP.HK before May 31, 1995.

vitae and names, with e-mail and regular addresses, telephone and fax numbers, of at least three referees should be sent to: Search Committee, Department of Computer Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X5. Tel: (709)737-4090, Fax: (709)737-2009, e-mail: genoff@cs.mun.ca In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

DENTISTRY

THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Dentistry, Department of Clinical Dental Sciences. Applications are invited for a full-time Assistant Professor tenure-track position in the Division of Periodontics in the Department of Clinical Dental Sciences. The Council on Education and Accreditation of the Canadian Dental Association has granted full approval of both the undergraduate and graduate programs in periodontics for a period of seven years to November 30, 1996. Responsibilities for the position include undergraduate and graduate teaching in periodontics and the further development of existing periodontal research. Candidates must have a proven record of teaching and research and be eligible for specialty certification in periodontics with the College of Dental Surgeons of British Columbia. One day per week is available for private practice. The starting date is September 1, 1995 or as soon as possible thereafter. Salary will be dependent on qualifications and is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates are requested to forward a letter of application (including the names and addresses of three referees whom the selection committee may contact) and a curriculum vitae prior to July 1, 1995. Applications or further enquiries should be directed to: Dr. Alan A. Lowe, Professor and Head, Department of Clinical Dental Sciences, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, BC V6T 1Z3; Telephone: (604)822-3414, Fax: (604)822-3562; e-mail: alowe@unixg.ubc.ca.

UNIVERSITY OF SASKATCHEWAN - College of Dentistry, Oral and Maxillofacial Surgery. Full-time tenure track position available at the rank of Assistant Professor in Oral and Maxillofacial Surgery, Department of Diagnostic and Surgical Sciences, effective July 1, 1995 (or as soon thereafter as possible). Duties will include teaching of undergraduate students, research and some administration. Supervision of hospital general practice residents is also a requirement. Graduate qualifications at the Masters Level in Oral and Maxillofacial Surgery is preferred. Successful completion of an accredited North American program, or eligibility to write the Fellowship examination of the Royal College of Dentists of Canada, is mandatory. The successful candidate would be eligible to apply for hospital privileges through the Saskatoon and District Health Board. Intra- or extramural private practice opportunities are also available. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates including people of aboriginal descent, persons with disabilities, visible minorities and women. Send applications complete with curriculum vitae and the names and addresses of three referees to: Dr. G.W. Pazdoka, Chair, Oral and Maxillofacial Surgery Search Committee, College of Dentistry, University of Saskatchewan, 105 Wiggins Road, Saskatoon, SK S7N 5E4, Canada

DRAMATIC ART

UNIVERSITY OF WINDSOR - School of Dramatic Art, Voice. A one year, Limited Term position in Voice for the Actor, commencing July 1, 1995. The successful candidate will teach in the School's Professional Training Programs, must be a specialist in Voice and will teach primarily courses in Voice for the Actor. Professional teaching experience is essential. Academic credentials and/or professional certification are required. Experience in professional theatre would be an asset. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. Applicants should forward a complete curriculum vitae and arrange for three references to be sent to the School of Dramatic Art. Candidate's dossier should be postmarked no later than May 30, 1995 and sent to: Diana Mady Kelly, Director, School of Dramatic Art, University of Windsor, Windsor, Ontario, Canada N9B 3P4; (FAX 519-971-3629).

EDUCATION

THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Education. The Department of Language Education at the University of British Columbia invites applications for a full-time, tenure track academic appointment in Language Arts at the Associate or Assistant Professor level. The Department houses the areas of English Education, Teacher Librarianship, Reading Education, and Modern Language Education, and offers programs leading to Ed.D, PhD, M.A. and M.Ed. degrees, the Diploma in Education, and the B.Ed. degree. Applicants should have a doctoral degree (or be in the final stages of a dissertation), show evidence of research competence and interests, and have relevant school teaching experience. The successful candidate will have ability in English Language Arts curriculum issues at the elementary or secondary level plus research interest(s) in one or more of the following areas: educational linguistics, ESL, language assessment, language policy, language & technology, literature, reading/literacy, modern languages. Duties may include teaching courses at both the undergraduate and graduate levels, supervision of student teachers, and participation in scholarly activity and publication. Salary will depend upon rank, qualifications and experience. The appointment will become effective January 01, 1996 or a date agreed upon by the University and the successful applicant, and is subject to final budgetary approval. Appointment may be considered at a higher rank for a women with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. The closing date for applications is July 31, 1995. Letters of application, curriculum vitae, the names, addresses and phone/FAX numbers of three referees, together with a statement of research interests and one recently published article (if available) should be sent to: Dr. Victor Froese, Head, Department of Language Education, Faculty of Education, University of British Columbia, 2616-2125 Main Mall, Vancouver, BC V6T 1Z4; Telephone: (604)822-5235/Fax: (604)822-3154/e-mail: victor.froese@mtsg.ubc.ca

LAKEHEAD UNIVERSITY - The Faculty of Education at Lakehead University invites applications for probationary (tenure-track) appointments in (a) computers and technology, and (b) sociology of education (expertise in secondary school history education or other subject areas would be an asset). Preference will be given to applicants who have completed a relevant doctoral degree and have school teaching experience. Responsibilities may include teaching at pre-service, in-service, and graduate levels and supervision of student teaching. There could be some off-campus or distance education teaching. Salary will be commensurate with qualifications and experience. An initial term contract may be available to an appropriate candidate completing a doctoral degree. These positions are subject to final budgetary approval. Interested applicants should submit a curriculum vitae and the names and addresses of three referees to: David Bates, Dean, Faculty of Education, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian

MANITOBA CANCER TREATMENT AND RESEARCH FOUNDATION

DIRECTOR
DEPARTMENT OF MEDICAL PHYSICS

The Manitoba Cancer Treatment and Research Foundation (MCTRF) is inviting applications for the position of Director, Department of Medical Physics. The role of the Director is to provide leadership to the Department in its broad program of clinical service, teaching and fundamental and applied research.

The Department has active groups in radiotherapy physics, diagnostic physics and radiation protection and has important roles in teaching, research and development. It supports a treatment program of 2,300 courses of radiotherapy per year with six modern megavoltage treatment units, orthovoltage unit and a high dose rate brachytherapy unit. The Department has a complement of thirteen full-time physicists as well as technical sections of electronics, treatment planning and machine shop support services. The total staff of 50 is housed in approximately 14,000 square feet, including research laboratories.

The Department is an important component of a comprehensive cancer centre which is located adjacent to the campus of the University of Manitoba Faculty of Medicine and the two primary Teaching Hospitals. The Foundation has been approved to proceed with detailed planning for a major redevelopment and expansion of its facilities.

Candidates must hold a PhD in Physics, have at least seven years of relevant experience in medical physics and be eligible for Fellowship in the Canadian College of Physicists in Medicine. The successful candidate will have demonstrated administrative skills along with excellent communication and organizational skills. In accordance with Canadian Immigration regulations, priority must be given to Canadian citizens and permanent residents of Canada.

Interested and qualified candidates are invited to submit applications with curriculum vitae and the names of three references on or before **May 31, 1995** to Competition No.: 026-95-6780

Director, Human Resources
Manitoba Cancer Treatment and Research Foundation
100 Olivia Street
Winnipeg, Manitoba R3E 0V9
Canada

mctrf

Faculty Position
Dept. of Mechanical Engineering

The Mechanical Engineering Department of Ryerson Polytechnic University invites applications for a tenure-track faculty position in the area of heat transfer. The appointment to this position will commence September 1, 1995 or as soon thereafter as can be arranged, and is subject to budgetary approval. The appointment is intended to be at the Assistant Professor level, subject to qualifications.

Applicants should hold or be near completion of a Ph.D. in the discipline. Experience with experimental and numerical heat transfer, as well as laser interferometry, would be an asset. Industrial and/or research experience related to the area is desirable. Applicants should be registered, or eligible for registration, as a professional engineer.

The Department of Mechanical Engineering administers the Schools of Aerospace, Industrial and Mechanical Engineering. Each School offers a four-year engineering program leading to a Bachelor of Engineering degree. Plans are currently underway to expand the Department's established research activities and to develop graduate programs, and the successful applicant will be expected to contribute to these initiatives.

Applications, with a curriculum vitae and the names and addresses of three referees, should be sent no later than May 30, 1995, to: Dr. M.A. Rosen, Professor and Chair, Department of Mechanical Engineering, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3.

Ryerson Polytechnic University is committed to the principles of employment equity and welcomes applications from all qualified candidates. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RYERSON

The University of Auckland - New Zealand

Chair in Geriatric Medicine (Medical)

Department of Medicine, School of Medicine

Vacancy UAC.577

The Academic Geriatric Unit was established at North Shore Hospital in 1986 and is partially funded by a Trust established by the Grand Lodge of Ancient, Free and Accepted Masons of New Zealand. The Unit has developed an outstanding healthcare service for the Elderly and has an international reputation for research and teaching. The Unit is based at North Shore Hospital which is the principal hospital of the North West Crown Health Enterprise and serves a community comprising 35,000 people over the age of 65 years. North Shore Hospital has 325 beds with 68 assessment and rehabilitation beds for geriatric patients. There is also an active day hospital with a variety of specialist clinics and staff are actually involved in an extensive community care programme. The Chair carries with it the headship of the Geriatric Section within the Department of Medicine.

It is expected that the appointee will provide leadership in the development of a strong community focus within the Services for Older People provided through Waitemata Health.

Candidates must hold a higher qualification in Medicine and have postgraduate experience in academic geriatric medicine. They must have an interest in and be prepared to undertake a leadership role in geriatric medicine in Auckland, have an understanding of the needs of the elderly in a multicultural environment, and must have a demonstrated record in a related area.

Closing date: 10 July 1995.

Chair in Psychiatry

Department of Psychiatry and Behavioural Science, School of Medicine

Vacancy UAC.576

The University of Auckland, in association with the Auckland Healthcare Services, is offering a Chair in Psychiatry which will carry with it the Headship of the Department of Psychiatry and Behavioural Science, and responsibilities to Auckland Healthcare as a principal advisor on psychiatric services. Applications are invited from candidates with postgraduate qualifications in psychiatry.

The appointee is expected to take a primary role in developing academic psychiatry in Auckland and in creating strong links between the Medical School, the teaching hospitals and the wider community. Mental Health services provided by Auckland Healthcare are both community and hospital based.

Applicants:

- Must be eligible for medical registration as a Specialist Psychiatrist in New Zealand
- Must have the ability to provide clinical leadership both within their special area and within the psychiatric community in Auckland.
- Must have the ability to support and encourage research activities in Psychiatry and Behavioural Science undertaken by other members of academic staff of the Department

Closing date: 10 July 1995.

Lectureship in Behavioural Neuroscience

Department of Psychology

Vacancy UAC.570

The successful applicant for this vacancy in Human Behavioural Neuroscience will be expected to teach basic neuroscience at the undergraduate level and to develop teaching and research in some area of behavioural neuroscience. The precise area of specialisation is open, but the Department has excellent Macintosh-based facilities for work in electroencephalography and cortical evoked responses and applications in that area are especially encouraged. There are also potential links with Neuroservices at Auckland Hospital and at the University's School of Medicine.

The Department houses an interdisciplinary Research Centre for Cognitive Neuroscience, whose members have interests in cognitive and clinical neuropsychology, neurolinguistics, animal cognition, bioelectromagnetics, spatial attention and information processing, and would welcome applications from those whose research might complement (but not duplicate) these interests, or lead to fruitful collaboration. Candidates should possess a PhD, a good research record and some experience in teaching.

Commencing salary will be established within the range NZ$39,500 - NZ$50,000 per annum.

Closing date: 5 July 1995.

Conditions & Procedures for All Vacancies

Further information, Conditions of Appointment and Method of Application, should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, phone 64-9-373 7999 ext 5097, fax 64-9-373 7023. **Three copies** of applications should be forwarded to reach the Registrar by the closing date specified.

Please quote the relevant Vacancy Number in all correspondence.

W B NICOLL, REGISTRAR

The University of Auckland

New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

EMERGENCY MEDICINE

QUEEN ELIZABETH II HEALTH SCIENCES CENTRE, Halifax, Nova Scotia. Head, Department of Emergency Medicine. The newly amalgamated Queen Elizabeth II Health Sciences Centre (QEII), serving a metropolitan population of 330,800, is seeking a candidate for the Head of Emergency Medicine. QEII is located in the heart of Halifax, is composed of four facilities with a total of 1,300 beds, and offers complete adult care services including rehabilitation, diagnostic, and a research centre. The Emergency Department provides active acute and tertiary care for 71,000 visits per year, is presently on two sites, and presents an exciting opportunity for merger. The candidate must have proven leadership abilities, be certified in Emergency Medicine by either The Royal College of Physicians and Surgeons of Canada or the College of Family Physicians of Canada, and be eligible to practice in Nova Scotia. Remuneration will be commensurate with experience and qualifications and based on current levels within the QEII. QEII is an affiliated teaching hospital with Dalhousie University and the successful candidate will receive an appropriate academic appointment to the Faculty of Medicine. The candidate will be expected to participate in both undergraduate and postgraduate training as well as assisting in the development of research activities within the department. Both QEII and Dalhousie University are employment equity/affirmative action employers and encourage applications for Qualified Women, Aboriginal Peoples, Racial Minorities, and Persons with Disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. To submit a CV or for further information on this opportunity please contact: Douglas E. Sindali, MD, FACP, CCFP(EM), Vice-President Medical Services, Queen Elizabeth II Health Sciences Centre, Victoria General Hospital Site, Halifax, NS B3H 2Y9, Telephone: (902)428-2310, Fax: (902)428-7052. Deadline for applications is May 31, 1995.

ENDOCRINOLOGY

McGILL UNIVERSITY - Faculty Position in Molecular Endocrinology. We are seeking to recruit a well trained molecular endocrinologist-pharmacologist at the Assistant Professor level towards tenure track position in the Fraser laboratories, Division of Endocrinology, Department of Medicine. The applicant may be either a clinician-scientist or a well qualified basic scientist. The successful candidate will be required to establish an independent research program within a group specializing in the molecular pharmacology of G-protein coupled receptors. This is an excellent career opportunity for a young investigator to grow in a strong and nurturing academic environment. Salary per scale. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Please forward a curriculum vitae with a statement of career goals and names of three referees to Dr. Y.C. Patel, Director, Fraser Laboratories, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, Canada H3A 1A1.

ENGINEERING

CONCORDIA UNIVERSITY - The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure-track faculty position in the Mechanical Engineering area starting Summer 1995. The Department offers B.Eng., M.Eng., M.A.Sc., and PhD programs and has a well established and well-funded faculty research activity. Candidates should have a Bachelor's and a PhD degree in Mechanical Engineering with a strong background in Design, Dynamics and Vibration, Analytical and Experimental Mechanics, Computational Mechanics. Candidates should have industrial experience and must be eligible for professional registration in the Order of Engineers of Quebec. Knowledge of French language is an asset. The successful candidate will be required to teach both undergraduate and graduate courses in Mechanical Engineering including Mechanical Engineering Design, Design and Analysis of Mechanical Components, Machine Drawing and Design, Dynamics, Mechanical Vibrations and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with Industry. Applications, including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority.

THE UNIVERSITY OF TORONTO, Department of Mechanical Engineering, invites applications for an academic tenure stream position at the rank of Assistant Professor. The successful applicant will be expected to develop an independent research program in the area of Design and will be expected to make a major contribution to the Undergraduate and Graduate Design Programs. Applicants must have a doctoral degree, an outstanding academic record, excellent communications skills and effective teaching ability and should be prepared to obtain registration with the Professional Engineers of Ontario (PEO). Start date is July 1st, 1995 or as soon as possible thereafter. Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addresses to: Professor I.G. Currie, Chair, Department of Mechanical Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario M5S 1A4. The closing date for applications to be received is June 15th, 1995. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

UNIVERSITY OF TORONTO - The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level in the areas of construction engineering, structural engineering, transportation engineering, hydrotechnical engineering, and geoenvironmental engineering. There is also the possibility of a second tenure stream appointment. The appointments to these positions will be made 1 July 1995, or as soon as possible thereafter. There is specific interest in candidates with strong research and professional activities and experience in the design, construction and management of large-scale Civil Engineering projects and in the business and entrepreneurial aspects of Civil Engineering. Applicants should hold a doctoral degree or equivalent, be eligible for registration as a Professional Engineer in Ontario, and have a demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research, supervise graduate students, and teach postgraduate and undergraduate courses in her or his field of interest and to contribute to the teaching of other engineering courses at the undergraduate level. Salary is commensurate with qualifications and experience. Applicants should send a detailed curriculum vitae, a statement concerning research, teaching and professional interests, and a list of at least three referees to Professor Barry J. Adams, Acting Chair, Department of Civil Engineering, University of Toronto, Toronto, Ontario, Canada M5S 1A4. The closing date for receipt of applications is 31 May 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO - The Department of Civil Engineering at the University of Toronto invites applications for a contractually-limited term appointment as an Engineer-in-Residence. The applicant should be a highly successful mid-career engineer with clearly demonstrated professional accomplishments who is interested in an appointment of limited duration in a university environment. The intent of this position is to bring to the Department the experience and vitality of a seasoned professional at the leading edge of practice who is anxious to impart his or her experiences through interactions with the staff and students of the Department. The experience sought is in the design, construction and management of large-scale Civil Engineering projects and in the business and entrepreneurial aspects of Civil Engineering. The successful candidate will be involved primarily, but not exclusively, with undergraduate teaching both through lecturing in courses and through interactions with students on engineering projects and thesis work. As this position is made possible by the endowment of the Bahen/Tanenbaum Chairs in Civil Engineering, the Engineer-in-Residence would also be expected to interact with the Chairholders. Applicants should be a registered professional engineer in one or more of the provinces and preferably hold a post graduate degree in engineering or business or a second degree in law. International experience is a definite asset. Salary is commensurate with qualifications and experience and the percentage of time of the appointment. The duration of the appointment will be negotiated with the successful candidate but is viewed to be in the range of 3 to 5 years, beginning 1 July 1995 or as soon as possible thereafter. Applicants should send a detailed curriculum vitae, a statement concerning their interests in a limited term university appointment, and a list of at least three referees to Professor Barry J. Adams, Acting Chair, Department of Civil Engineering, University of Toronto, Toronto, Ontario, Canada M5S 1A4. The closing date for receipt of applications is 31 May 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

TECHNICAL UNIVERSITY OF NOVA SCOTIA - The Department of Electrical Engineering of the Technical University of Nova Scotia invites applications for a tenure-track faculty position at the Assistant or Associate Professor level in the area of Communications. Duties include undergraduate and graduate teaching, significant research activities, graduate thesis supervision, and some administrative duties. The candidate must have an earned doctorate in Electrical Engineering, be eligible for registration as a Professional Engineer, as well as have a genuine interest in teaching, and a demonstrated research record in the area of Digital Communications. Industrial experience would be an asset. The intention is to fill this position as early as possible or by January 1, 1996 at the latest. The appointment is subject to final budgetary approval. Applications, including a curriculum vitae and the names of three referees, should be submitted by July 31, 1995 to: Dr. W. Robertson, Head, Department of Electrical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada B3J 2X4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. TUNS is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities and visible minorities.

CONCORDIA UNIVERSITY - The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time limited term (12-24 months) faculty position in the Mechanical Engineering area starting Summer 1995. The Department offers B.Eng., M.Eng., M.A.Sc., and PhD programs and has a well established and well-funded faculty research activity. Candidates should have a Bachelor's and a PhD degree in Mechanical Engineering with a strong background in Design, Computer Aided Design, Vehicle Engineering. Candidates should have industrial experience and must be eligible for professional registration in the Order of Engineers of Quebec. Knowledge of French language is an asset. The successful candidate will be required to teach both undergraduate and graduate courses in Mechanical Engineering including Design, Computer Aided Design, Mechanical Engineering Drawing, Technical Drawing, Vehicle Engineering and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. Applications, including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal people, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority.

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Civil Engineering has an established international reputation in the areas of Geotechnical, Geoenvironmental, and Wind Engineering with a high level of funding from granting bodies such as NSERC combined with very strong industrial support through the Geotechnical Research Centre and the Boundary Layer Wind Tunnel Laboratory. In addition, the Department is involved with the new Centre for Construction Studies at The University of Western Ontario. The Department invites applications for a tenure track position at the assistant/associate professor level in wind engineering with emphasis on environmental or computational wind engineering or overlapping experience in natural hazard engineering. Applicants should hold a PhD degree, be broadly based academically, and have a demonstrated ability to complement and expand the existing areas of expertise. Applicants should have a proven research record, excellent communication and teaching skills, an indicated ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. The successful applicant will be expected to develop a vigorous research activity, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. In addition, the successful applicant is likely to have expertise in finite element analysis and be sufficiently skilled to teach computing/computational methods both at the junior and senior undergraduate level. Salary and rank will be commensurate with experience and proven record of excellence. Preference may be given to appointments at the assistant professor level. Applications will be accepted until June 30, 1995. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Dr. R.K. Rowe, P.Eng., Chair, Department of Civil Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9; Tel: (519)661-2138; FAX: (519)661-3779. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WATERLOO, Department of Chemical Engineering, is seeking faculty members (2) at the Assistant or Associate Professor levels. The Chemical Engineering Department has 26 professors specializing in areas such as Biochemical Engineering, Catalysis and Reactor Design, Environmental and Pollution Control, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Porous Media and Enhanced Oil Recovery. Candidates for positions should have teaching/research interests in one or more of these areas. We are particularly interested in attracting individuals with teaching/research interests in Environmental Engineering and/or Transport Phenomena. Successful candidates will have a PhD degree. The P.Eng. qualification and some industrial experience are also desirable. Applications consisting of a curriculum vitae, names and addresses of three referees, and a

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University of Alberta
Edmonton

Director, Division of Physical Medicine and Rehabilitation

Faculty of Medicine, University of Alberta

Clinical Chief of Rehabilitation

Glenrose Rehabilitation Hospital, Edmonton

Glenrose Rehabilitation Hospital

Capital Health Authority

Applications are invited for the above position which is a joint appointment between the Faculty of Medicine, University of Alberta and the Glenrose Rehabilitation Hospital and will be effective July 1, 1995.

As Division head, the Director will be expected to promote the academic and scholarly activities of the Division, including the development of strong research interactions with the University community. The Director will be expected to include the ongoing development of the fully accredited residency training programs within his/her scope of responsibilities, and administrative responsibilities to the University.

The hospital Chief is expected to provide clinical and academic leadership at a superb free-standing rehabilitation facility that provides tertiary rehabilitation services to adults and children of the Capital Health Region (Metro Edmonton) and Northern Alberta.

Candidates will have postgraduate training with specialty recognition, preferably from the Royal College of Physicians and Surgeons of Canada and will need to be licensed by the College of Physicians and Surgeons of Alberta to practice medicine. The appointment will be a regular university position with rank and salary commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should reply by May 31, 1995, enclosing a curriculum vitae and the names and addresses of three referees to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine
University of Alberta
212 WC Mackenzie HSC
Edmonton, Alberta, Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF BRITISH COLUMBIA

LANDSCAPE ARCHITECTURE PROGRAM/DEPARTMENT OF FOREST RESOURCES MANAGEMENT

Assistant Professor, tenure track position. Applications are invited for a joint, tenure-track, twelve month position in the Landscape Architecture Program (two-thirds) and in the Department of Forest Resources Management (one-third). Successful candidates will be expected to teach graduate and undergraduate students, pursue creative and/or scholarly activity, and serve the community.

The Landscape Architecture Program offers a design studio-oriented undergraduate degree and a research-based graduate degree. The curriculum reflects the belief that the *design of sites* is at the core of our discipline's mission. Consequently, courses that explore how natural and cultural processes are re-interpreted and find form in designed sites are critical to the success of our studio instruction. Candidates should explain how their professional, creative, and scholarly activity outside the design studio can foster such creative and critical exchange inside the studio.

Requirements: A Master's degree in Landscape Architecture; experience in teaching landscape design at the beginning and upper levels; demonstrated skill in drawing; demonstrated accomplishments in site design at the small to medium scale; and a high standard of excellence in written communication. An ability to teach in several of the following areas is also required: site inventory and analysis, site planning and design, landscape technics, design implementation, professional practice, planting design, design inquiry/research methods.

Letters of application, curriculum vitae, and the names, addresses and telephone numbers of three referees should be sent to:

Chair, Faculty Search Committee
Landscape Architecture Program
The University of British Columbia
#248, 2357 Main Mall
Vancouver, BC V6T 1Z4

DEPARTMENT OF FOREST RESOURCES MANAGEMENT/LANDSCAPE ARCHITECTURE PROGRAM

Assistant Professor, tenure track position. Applications are invited for a joint, tenure-track, twelve month position in the Department of Forest Resources Management (two-thirds) and the Landscape Architecture Program (one-third) at the Assistant Professor rank. The successful candidate will be expected to teach graduate and undergraduate students, pursue scholarly and/or creative interests, and participate in service to the academic and professional community as well as to society at large.

The requirements include an advanced degree in Forestry, Environmental Design, Landscape Architecture, Landscape Ecology, or a related field, and a knowledge of GIS. The applicant is expected to be able to apply ecological concepts to forest design and demonstrate an understanding of, and experience in, forest-related landscape preservation and management issues. The central theme is the design/planning of forests integrating both market and non-market values. The individual must demonstrate achievement in scholarship and/or creative professional practice in the area of landscape planning and management.

A demonstrated ability to teach in one or more of the following areas is also required: forest design and management, visual resource management at the regional scale and landscape ecology.

Letters of application, curriculum vitae, and the names, addresses and phone numbers of three referees should be sent to:

Dr. Gordon Baskerville, Head
Department of Forest Resources Management
The University of British Columbia
#270, 2357 Main Mall
Vancouver, BC V6T 1Z4

The starting date for these positions is September 1, 1995. Applications received by **July 31, 1995** will be assured consideration; however applications will be considered until the position is filled.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Appointments may be considered at a higher rank for women with exceptional qualifications. These positions are subject to final budgetary approval.

ANNONCES CLASSÉES

statement of teaching and research interests should be sent to G.L. Rempel, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities. These appointments are subject to the availability of funds.

LAKEHEAD UNIVERSITY - The Department of Electrical Engineering at Lakehead University invites applications from electrical engineers with a PhD in any area of communications engineering, for a probationary (tenure-track) appointment at the rank of Assistant Professor. The successful candidate will be expected to: teach effectively and to develop laboratories at the undergraduate level; develop a significant research program and attract research grants; and, be dedicated to engineering education and work effectively with colleagues in the Department. Candidates must be a Professional Engineer or be qualified and prepared to become a licensed Professional Engineer. This position is subject to final budgetary approval. Interested applicants should send a curriculum vitae, statement of research objectives and the names and addresses of three referees to: Dr. J.G. Locker, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

QUEEN'S UNIVERSITY - Research Scientist, Department of Electrical and Computer Engineering. This is an immediate requirement for a one-year contract position, with the possibility of extension. Responsibilities: participate in university-industry collaborative research project in automatic detection and recognition of objects from airborne synthetic aperture radar (SAR) imagery and in development of techniques for optimal fusion of SAR, radar, and infrared imaging sensor data. Requirements: PhD and outstanding research record in the area of image processing. Experience with SAR image processing an asset. Salary dependent upon qualifications. Send a detailed CV and names of three references by July 15, 1995 to: Prof. Steven D. Blostein, Dept. Electrical and Computer Engineering, Queen's University, Kingston, Ontario K7L 3N6, Tel (613)545-6561, Fax (613)545-6615, E-mail sdb@ee.queensu.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities.

ENGLISH

UNIVERSITY OF WATERLOO - Department of English. Applications are invited for a tenure-track position at either the assistant or associate professor level. Applicants must have a PhD with specialization in Canadian Literature. Demonstrated strength in teaching and research is desirable. Duties will include teaching undergraduate and graduate courses. Salary negotiable. Appointment effective 1 September 1995 or 1 January 1996. Send resumes, transcripts, writing samples, and letters of reference to: Dr. William Macnaughton, Chair, Department of English, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 no later than 31 May 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

FINANCE & MANAGEMENT SCIENCE

SAINT MARY'S UNIVERSITY - The Department of Finance and Management Science at Saint Mary's University invites applications for part-time positions or (subject to budgetary approval) one limited-term, full-time position. The successful candidate will be required to teach one or more courses including introductory quantitative methods, statistics, computer applications, COBOL programming or finance for undergraduate Commerce students. Applicants must possess at least a Master's degree in Commerce, Mathematics, Computer Science, Economics or other related subjects. Preference will be given to those with university teaching experience and those possessing a PhD in an appropriate field. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Position effective September 1995. Applicants should send a curriculum vitae, graduate transcript and three letters of reference prior to June 1, 1995 to: Dr. Francis Boabang, Chair, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3 Canada.

FINE ART

UNIVERSITY OF TORONTO, Department of Fine Art at the Erindale Campus, invites applications for a tenure-stream position in the Art of the European Renaissance at the level of Assistant Professor to commence July 1, 1995, subject to budgetary approval. The minimum salary for this rank for 1995-96 is $38,200.00. Demonstrated excellence in research and teaching is sought. Preference will be given to applicants with research interests in Italian Renaissance Art, who are capable of teaching courses in Renaissance and Baroque Art and in Modern Critical Theory. Candidates should have a PhD in the History of Art on appointment (or soon thereafter). The successful candidate should be prepared to teach undergraduate courses at the Erindale Campus, and in due course graduate courses in the Graduate Department of the History of Art. Candidates should submit by June 2, 1995, a current curriculum vitae, samples of scholarly work, and teaching portfolio, and should arrange to have at least three letters of recommendation sent directly to Professor Philip Sohm, Chair, Department of Fine Art/History of Art, University of Toronto, Toronto, Ontario M5S 1A1. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FIRST NATIONS

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA - Director, Office of First Nations Programmes. The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). We are currently seeking an accomplished professional to assume a key role within our academic team. The Director of the Office of First Nations Programmes is a critical link between the University and Fifth Nations. The Director will advise the president and university groups and committees on Fifth Nations Studies and on services to Fifth Nations students at UNBC, and will provide one of the major channels for First Nations to communicate with the University and meet their post-secondary educational goals. The Director is accountable to inform Fifth Nations about initiatives and opportunities at the University and to help ensure that their perspectives are respected in all aspects of the functioning of the institution. The Director will also work to make a University environment that is conducive to the participation of First Nations people, will help increase access to the University for First Nations students, work to maximize retention rates for enrolled Fifth Nations students and encourage Fifth Nations scholarships at the University. Importantly, the Director will contribute to the goals of the University by coordinating all of the efforts of the University of Northern British Columbia in relation to its Fifth Nations mandate. The Director will report to the Vice-President, Academic, and will also cooperate with the Chair of the academic programme of Fifth Nations Studies and other faculty involved in teaching research related to First Nations issues throughout the University. You are an energetic, imaginative and adaptable individual with a mix of experience and expertise. You will have a university degree or will be expected to complete a graduate degree within the fifth four years in this position. Previous experience working in a university and/or Fifth Nations environment, especially in an administrative role, is highly desirable. Knowledgeable of First Nations groups and issues, particularly relating to education, you are ideally familiar with one of the languages of the Fifth Nations of northern British Columbia and have long-term knowledge of the region. You must be able to work in the full range of intercultural contexts represented by the Fifth Nations in the region in a sensitive and appropriate manner. Extensive travel throughout northern BC will be an integral part of your role. You possess the managerial skills essential to the supervision of the staff of the Office of First Nations Programming and to administrate the First Nations Centre. This position is currently held by Dr. Jim McDonald who will continue at UNBC in the role of Chair of the academic programme in First Nations Studies. If you wish to discuss the scope and responsibilities of the position of Director with Dr. McDonald, please feel free to contact him at (604)960-5517. Applications, accompanied by a curriculum vitae and the names of at least three references will be received until the position is filled. Priority will be given to applications received before May 31, 1995. Please forward your application to: Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z8. Fax (604)960-5635, email rachel@unbc.edu. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

FOLKLORE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Folklore. Applications are invited for an eight-month term appointment at the rank of Lecturer in the Department of Folklore at the Memorial University of Newfoundland to commence on September 1, 1995. Applicants should have a PhD in Folklore, and preferably university teaching and research experience. The successful applicant should be able to teach basic undergraduate introduction to folklore courses. Also advantageous would be expertise in at least one, or more, of the following areas: Folklore Research Methods, Folk Literature, Folklife Studies, and Newfoundland Folklore. Fieldwork experience is essential. The post is subject to budgetary approval. Memorial University of Newfoundland is committed to employment equity. Applicants should forward a letter of application, curriculum vitae (including evidence of teaching effectiveness for candidates with teaching experience) and the names of three referees to: Dr. Paul Smith, Head, Department of Folklore, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X8. The closing date for applications is 31 May 1995. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents of Canada.

FRENCH

SIMON FRASER UNIVERSITY - Lecturer - French (1995-97). There is one Lecturer position to be filled in the Department of French with duties relating to the mounting and teaching of French Language courses (mainly Advanced Composition). The position is initially for two years (September 1, 1995-August 31, 1997). It entails 12 hours of teaching in each of the Fall and Spring semesters and half load of teaching in the Summer Semester. This position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Qualifications: 1) Total fluency in oral and written French; 2) Minimum of M.A. in French (preferably with a specialization in second-language pedagogy or applied linguistics); 3) Strong teaching skills and experience in the teaching of French as a second language (mainly Advanced Composition); 4) Demonstrated competence in developing and planning curricular material for French language courses including computerized and multimedia language laboratories; ability to oversee Language Instructors or Teaching Assistants; 5) Experience and interest in C.A.L.I. highly desirable. Responsibilities: Responsibilities include working with other Lecturers; full responsibility normally for two language courses per semester and for any related language laboratory programs; the overseeing of Language Instructors and/or Teaching Assistants; the preparation of exams and the evaluation and grading of students. Salary: Will be determined according to qualifications and experience. Applications, together with a Curriculum Vitae and the names and addresses of three referees should be sent to: Dr. Jacqueline Viswanathan, Chair, Department of French, Simon Fraser University, Burnaby, BC V5A 1S6; Fax: (604)291-5932. Deadline: by June 1, 1995.

ALGOMA UNIVERSITY COLLEGE - Le Département de langues modernes sollicite des candidatures à un poste contractuel d'un an. Fonctions: enseignet des cours de langue et de littérature au premier cycle. Exigences: Doctorat préféré. Expérience de l'enseignement universitaire essentielle. Expérience dans le théâtre un atout. Une excellente maîtrise du français écrit et parlé est indispensable. Prière d'envoyer le curriculum vitae à Dr Sorenson, Doyen académique, Algoma University College, 1520 Queen est, Sault Ste. Marie, Ontario P6A 2G4. Nous commencerons à évaluer les candidatures le 15 mai, 1995 et continuerons jusqu'à ce que le poste sort comblé. En vertu des exigences canadiennes relatives à l'immigration, la priorité sera accordée aux personnes de citoyenneté canadienne et de résidence permanente au Canada.

UNIVERSITÉ LAVAL - Français langue seconde ou étrangère. Le Département de langues et linguistique de la Faculté des lettres de l'Université Laval ouvre un concours pour un poste de professeur ou de professeure en français langue seconde ou étrangère. Le poste devra être pourvu le 1er septembre 1995. Poste à temps complet. Conditions d'engagement et traitement selon la convention collective en vigueur. Enseignement du français langue seconde ou étrangère dans les programmes FLS, notamment de cours de grammaire de l'oral. Enseignement aux 2e et 3e cycles en linguistique (concentration didactique des langues). Recherche. Encadrement d'étudiantes et d'étudiants gradués. Doctorat en linguistique ou dans un domaine connexe, avec spécialisation en acquisition du français L2 dans le cadre de la grammaire universelle (UG). Recherche en acquisition de L2. Publications dans le domaine. Aptitude au travail en équipe. Expérience de l'enseignement du français L2 à des adultes en milieu universitaire. Excellente connaissance du français oral et écrit. Les candidatures seront traitées dans la plus stricte confidentialité et devront être reçues au plus tard le 5 juin 1995. Les personnes intéressées devront faire parvenir un curriculum vitae complet et à jour, un exemplaire des principales publications, ainsi que le nom et l'adresse de trois répondants, répondantes et, le cas échéant, la liste des employeurs, à l'adresse suivante: Monsieur le directeur, Département de langues et linguistique, Faculté des lettres, Université Laval, Cité universitaire (Québec) Canada G1K 7P4, N.B.: En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada. En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes.

GEOGRAPHY

SAINT MARY'S UNIVERSITY - Physical Geography. The Department of Geography at Saint Mary's University invites applications for a 9-month limited term contract appointment starting September 1, 1995 until May 31, 1996, at the Assistant Professor level, subject to budgetary approval. The successful candidate will be required to teach undergraduate courses in introductory Physical Geography, Geomorphology, Environmental Management, Applied Geography (a seminar course), Glacial Geomorphology and Natural Environments. PhD required (although applicants with a b.ed. will be considered for appointment at the rank of Lecturer). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. The successful candidate should have demonstrable experience in effective undergraduate teaching. Applicants should send by May 31, 1995 a letter of application, curriculum vitae, outlines of courses previously taught, teaching evaluations, publication reprints or preprints and arrange for 3 letters of reference to be sent to: Robert McCalla, Acting Chair, Department of Geography, Saint Mary's University, Halifax, NS B3H 3C3. Telephone (902)420-5736, Fax (902)420-5122, Email mccalla@husky1.stmarys.ca

UNIVERSITÉ LAURENTIENNE - Professeur(e) adjoint(e). Le département de géographie sollicite des candidatures pour un (1) poste conduisant à la permanence. Un doctorat est requis, avec de préférence une spécialisation en géographie physique, accompagnée d'une connaissance pratique des systèmes d'informations géographiques (S.I.G.) et une compréhension des problèmes de l'environnement et de l'exploitation des ressources. Offre sujette à approbation budgétaire. Conformément à la politique de bilinguisme de l'Université Laurentienne, le bilinguisme passif (français-anglais) est une condition d'obtention de la permanence. L'Université offre gracieusement à ses professeur(e)s des cours de langue seconde. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens et citoyennes canadiennes ainsi qu'aux résidents et résidentes permanents. Les candidatures, ainsi que trois lettres de recommandation, doivent parvenir au directeur du département de géographie, Dr. J.P. Martin, Université Laurentienne, Sudbury, Ontario P3E 2C6, avant le 30 mai 1995. Fax: (705)675-4893.

GEOLOGICAL SCIENCES/ GEOPHYSICS

THE UNIVERSITY OF BRITISH COLUMBIA - The Norman B. Keevil Chair in Mineral Exploration has recently been established by Teck Corporation as a means of stimulating research in mineral exploration and of transferring resulting technology to industry. We are searching for an appointee who has established an international research reputation, or who has the clear potential to do so. Applications and

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DEPARTMENT OF CHEMISTRY
UNIVERSITY OF TORONTO
TENURE-STREAM APPOINTMENT

The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the Assistant Professor level in any area of Organic Chemistry, effective on or after January 1st, 1996. Applicants should possess a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergratudate and graduate level.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

Applications will be accepted until **July 15, 1995**. Salary commensurate with experience. Applicants should provide a curriculum vitae and an outline of their proposed research, a statement of teaching interests and should arrange to have three confidential letters of recommendation sent on their behalf to:

Chair of Chemistry
Department of Chemistry
University of Toronto
80 St. George Street, Room 150
Toronto, Ontario M5S 1A1

McGill

ELECTRICAL ENGINEERING

The Department of Electrical Engineering of McGill University has limited term research and teaching openings starting in September 1995. One position calls for expertise in the computer analysis of visual shape. A specific understanding of curve evolution and reaction diffusion systems, as well as experience in software development for shock detection are essential. Teaching responsibilities would be in software engineering. The second position is in the area of stochastic control, with teaching responsibilities in probability and stochastic control. A third position requires proven expertise in H-infinity control/H-infinity identification and adaptation. The deadline for applications is **June 1, 1995.**

Candidates are requested to send a copy of their curriculum vitae as well as the names of three referees to **Professor Nicholas C. Rumin, Chairman, Department of Electrical Engineering, McGill University, Montreal H3A 2A7,** Fax: 514-398-4470.

Following Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to employment equity.

Dean of Canadian universities and also of French-speaking universities in America

l'Université Laval supports progress of society through high quality in teaching and commitment in research.

BIOLOGY

The Department of Biology at Laval University invites applications for a faculty position for a person interested in developing a strong research program in behavioral ecology. An ability to teach the application of statistics to ecological problems would be an asset. The candidate will be expected to develop an active program of research in the field of expertise. Qualifications: Ph.D. or D.Sc., preferably with post-doctoral experience; working knowledge of French, or ability to acquire it within a year of appointment. Teaching: participation in the teaching of introductory courses in behavioral ecology and specialty courses in the area of expertise. Rank and salary according to collective agreement. Send applications (with curriculum vitae and names and addresses of three referees) to: Directeur, Département de biologie, Faculté des sciences et de génie, Université Laval, Québec, Canada, G1K 7P4. Deadline: June 1, 1995 or until a suitable candidate is found.

UNIVERSITÉ LAVAL — *Faculté des sciences et de génie* — Département de biologie

LE SAVOIR DU MONDE PASSE PAR ICI

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Laval University applies a policy of employment equity.

Research
IN CELL BIOLOGY
RESEARCH SCIENTIST

The Division of Cell Biology of The Hospital for Sick Children, a major teaching hospital affiliated with the University of Toronto, is seeking a Staff Scientist with basic research interests in one or more of the following areas: signal transduction mechanisms; ion or non-electrolyte transport; membrane bio-synthesis, dynamics and traffic.

Start-up funds and laboratory facilities will be made available in the Hospital. The appointment will be at a rank equivalent to Assistant or Associate Professor, leading to a permanent Staff position. Research Institute Scientists are normally appointed to the University of Toronto.

Please send curriculum vitae, a brief description of research interests and three reference letters before July 30, 1995, to: **Dr. Sergio Grinstein, Division of Cell Biology, The Hospital for Sick Children, 555 University Ave., Toronto, Ontario, Canada M5G 1X8.**

HSC THE HOSPITAL FOR SICK CHILDREN

The Izaak Walton Killam
POSTDOCTORAL FELLOWSHIPS
For 1996-97
Dalhousie University

Value
Fellowships valued at $33,000 (1995-96) plus travel allowance, are tenable for one year at Dalhousie University in most fields of study.

Qualifications
Applicants should have recently completed a PhD. at a recognised university and have no current connection with Dalhousie University.

Application
Initial correspondence should be received no later than October 15, 1995. It should include a curriculum vitae, brief research proposal and the name of the proposed supervisor or department of affiliation.

Application forms will be sent if the proposed research can be accommodated and completed applications must be submitted by December 15, 1995.
Correspondence should be addressed to:
Killam Postdoctoral Fellowship Programme
Faculty of Graduate Studies
Dalhousie University, Halifax,
Nova Scotia, Canada, B3H 4H6

CLASSIFIEDS

nominations for the holder of this Chair will be considered at all professional levels. The appointee is expected to develop an active research program in state-of-the-art methods of mineral exploration using techniques which could range from field to experimental to theoretical and from disciplines as diverse as geology, geophysics, geochemistry, remote sensing, biogeochemistry, or hydrogeology. We seek an applicant who maximizes the interactions between the Departments of Geological Sciences, including the Mineral Deposit Research Unit, Geophysics and Astronomy, and the mineral exploration community. Innovative teaching at both the undergraduate and graduate level will be expected. Applicants must possess a PhD. Salary and rank will be commensurate with qualifications. In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Applications including a resume, a statement of research interests, and the names of three referees should be sent by 31 July 1995 to Dr. Rosemary Knight, Chair of the Keevil Chair Search Committee, Department of Geophysics and Astronomy, 129-2219 Main Mall, University of British Columbia, Vancouver, BC V6T 1Z4.

GEOLOGY

BRANDON UNIVERSITY - Department of Geology invites applicants for a one-year sabbatical replacement position at the rank of Lecturer or Assistant Professor to teach courses in mining and economic geology and mineralogy. Candidates should possess a PhD or be close to completion of a PhD in geology and have some experience in the mineral exploration industry. A knowledge of exploration geophysics would be an asset. Interested candidates are requested to forward a complete curriculum vitae and official transcripts and to request three qualified individuals to submit references on their behalf to: Dr. N.R. Young, Chair, Dept. of Geology, Brandon University, Brandon, Manitoba R7A 6A9. E-MAIL:YOUNG@BrandonU.CA. The competition closes on June 1, 1995. The position commences September 1, 1995 and extends to August 31, 1996. There may be opportunities for employment that extend beyond that period. Current salary range: Lecturer, $31,897 - $41,537, Assistant Professor, $37,798 - $56,856 In accordance with Canadian immigration Regulations, this advertisement is directed toward Canadian citizens and permanent residents. Both men and women are encouraged to apply.

GERMANIC & SLAVIC LANGUAGES & LITERATURES

UNIVERSITY OF WATERLOO - Germanic & Slavic Languages & Literatures. Applications are being accepted for the position of a full-time tenure-track appointment at the rank of Assistant Professor. The appointment will begin January 1, 1996 (subject to budget approval). The successful candidate must have a PhD by the time of appointment, strong research interest and potential, and interest in undergraduate and graduate language and literature teaching. Applicants will be expected to be familiar with current approaches to literary theory and to incorporate them into their teaching. They should be specialists in contemporary literature and/or 19th century literature. The 1994-95 salary floor for Assistant Professors is $38,932. Closing date for applications is Sept. 30/95. This appointment is subject to the availability of funds. Send resumes to: Dr. Manfred Kuxdorf, Acting Chair, Dept. of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

GERONTOLOGY

SIMON FRASER UNIVERSITY invites applications for a full-time Limited Term Assistant Professor from Sept. 1, 1995 - April 30, 1996. Background in gerontology and one of: health sciences, medical sociology, social work or epidemiology is essential. The successful candidate will have applied research skills and be able to teach Research Methods in Gerontology, Health Promotion and Aging, and any two of: Counseling & Aging, Nutrition & Aging, Health & Illness in Later Life, Social Policy & Aging, Social Work & Aging, Epidemiology & Aging. SFU is committed to Employment Equity. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Position subject to budgetary approval. Closing date: June 15, 1995. Send c.v. and three letters of reference to Dr. Gloria Gutman, SFU, DGT Program, #2800 - 515 W. Hastings St., Vancouver, BC V6B 5K3.

HUMANITIES

MOUNT ALLISON UNIVERSITY - The Institute for Research in the Humanities at Mount Allison University invites applications for appointment as Research Fellow for the 1995-96 academic year. Fellows will be provided with office space, secretarial and computer services, Internet connections, and library access. Some stipendary teaching may also be available. Appointments will normally be for periods of four weeks up to one year, although consideration will be given to requests for special arrangements. For 1995-96, the Institute is particularly interested in applicants with specialties in Canadian film and film studies, Oriental religion and philosophy, Spanish, Italian or Latin American history, politics and culture, or Canadian military and/or strategic studies, but welcomes applications from active researchers whose topics fall within the Humanities, broadly defined. Inquiries, including a curriculum vitae, a brief description of the proposed research project, and the names of two referees should be directed to Dr. John Stanton, Dean, Faculty of Humanities, Mount Allison University, Sackville, NB E0A 3C0 or via E-mail to jstanton@MTA.CA. The closing date is May 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from all qualified candidates, including women, aboriginal peoples, those with disabilities, and visible minorities.

MARKETING

QUEEN'S UNIVERSITY, School of Business invites applications for a position in Marketing. The candidate must have a PhD degree or be near completion of studies toward one. This appointment could be at the Assistant, Associate or Full Professor level (subject to budget approval) Depending upon qualifications, the individual may also be designated the Nabsco Brands Ltd. Professor of Marketing. The School of Business is committed to excellence in both research and teaching. Normally, faculty members are expected to be involved in the undergraduate, master's and PhD programs. The opportunity also exists to participate in our executive programs. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities, and visible minorities. In all cases, salary will be commensurate with qualifications and experience. The effective date for the appointment is July 1, 1996. Applications will be accepted until the position is filled and should be submitted, including the names of three referees, to Alan J. Richardson, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 (Fax: (613)545-2013).

MATHEMATICS

ST. THOMAS UNIVERSITY invites applications for a tenure-track position in Mathematics, for the 1995-1996 academic year, at the rank of assistant professor. St. Thomas University is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The successful candidate will teach first-year university level courses in mathematics, and interdisciplinary courses appropriate to liberal arts curriculum centering on such areas as the nature and philosophy of mathematics, environmental issues, and the study of science, technology and society (STS). The successful candidate will be expected to provide institutional leadership in the development of a programme integrating mathematics and sciences into the liberal arts curriculum at St. Thomas University. A Master's degree in mathematics and a PhD, either in mathematics or another discipline relevant to the teaching area identified above, are required. Each applicant is asked to submit a curriculum vitae, evidence of teaching effectiveness (teaching portfolio preferred), a statement (1000 words) describing an interdisciplinary mathematics programme in a small undergraduate liberal arts university, and to arrange to have three letters of reference sent directly to Dr. Roger H. Barnsley, Vice-President (Academic), St. Thomas University, Fredericton, NB E3B 5G3 (FAX: 506-452-0617). Closing date: May 30, 1995 or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities.

MEDICAL GENETICS

THE UNIVERSITY OF BRITISH COLUMBIA - the Department of Medical Genetics at the University of British Columbia invites applicants for the position of Research Associate 2. This position consists of investigating the molecular basis for the determination crossover frequency in meiosis. Duties include gene cloning, RNA and antibody expression, in situ staining, genetic manipulation using Caenorhabditis elegans, and performing other related tasks. The successful candidate for this 1 year renewable term position will possess a PhD degree in Biological Sciences and postdoctoral research experience in C. elegans molecular genetics. The candidate will also be expected to have extensive experience in the generation of transgenic worms. The position also requires an understanding of meiotic processes and a familiarity with mutagenesis procedures. Only exceptionally motivated individuals with an outstanding level of achievement and a strong commitment towards investigating the molecular genetic basis of crossover specificity will be considered. The expected date of appointment is March 1, 1996. The deadline for application is June 30, 1995. Salary will be commensurate with qualifications and experience. Applications, including a c.v., should be sent to: Dr. J.M. Friedman, Head, Department of Medical Genetics, BC's Children's Hospital-Shaughnessy Site, C201 - 4500 Oak Street, Vancouver, BC Canada V6H 3N1. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

THE UNIVERSITY OF CALGARY Department of Medical Genetics and the Calgary Regional Health Authority invite applications for a full-time academic position at the Assistant Professor level in the field of Clinical Cytogenetics. Duties include teaching, clinical service, development of new cytogenetic techniques and research and the editorship of the Alberta Hereditary Diseases Bulletin. Qualifications: PhD or MD and a Fellowship in the Canadian College of Medical Geneticists; experience required in editorial work, graduate and postgraduate teaching and the supervision of a cytogenetics laboratory with a large prenatal diagnosis component. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Please submit a curriculum vitae and the names of three referees by May 31, 1995 to: Dr. R.B. Lowrey, Head, Department of Medical Genetics, Alberta Children's Hospital, 1820 Richmond Road S.W., Calgary, Alberta T2T 5C7

MEDICINE

UNIVERSITY OF BRITISH COLUMBIA - Mary Pack Chair in Rheumatology. The Department of Medicine invites applicants for a research chair in the Division of Rheumatology. Preference will be given to those individuals who have developed or are able to develop a vigorous, independent research program in the basic sciences related to rheumatologic diseases. This position will begin July 1, 1995. A doctoral degree is a prerequisite for this position. Appointment will be in the academic stream (grant tenure) and at a rank and salary commensurate with qualifications and experience. Please submit a letter of application outlining areas of expertise and strengths, the names of three referees and a current CV no later than May 31, 1995 to: Dr. G.B.J. Mancini, Eric W. Hamber Professor and Head, Department of Medicine, University of British Columbia, Vancouver Hospital & Health Sciences Centre, #3313-950 W. 10th Avenue, Vancouver, BC, Canada V5Z 4E3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO - Department of Medicine. The Division of Cardiology of the Department of Medicine at the University of Western Ontario, is seeking an academic interventional cardiologist for a full time faculty position at Victoria Hospital. This teaching hospital is a major tertiary cardiac centre with a full range of invasive and non-invasive cardiac facilities, a cardiac surgery program and an active interventional cardiology program. The successful applicant will have post-fellowship training and experience in coronary angioplasty and other interventional techniques such as atherectomy and stents, and interest in new device evaluation and the capacity to develop and sustain a collaborative clinical research program in this or a related field. Defined participation in the teaching and clinical programs of the Division will be required. Candidates must be FRCPC certified (or equivalent) and be eligible for licensure in the province of Ontario. Academic rank, salary and contractual arrangements will be commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and person with disabilities. This position is subject to budget approval. Please send application with Curriculum Vitae and the names of three referees to: Dr. K. Finnie, Chief of Cardiology, Victoria Hospital, 375 South Street, London, Ontario, Canada N6A 4G5.

MICROBIOLOGY & IMMUNOLOGY

UNIVERSITY OF BRITISH COLUMBIA - Department of Microbiology and Immunology. Postdoctoral position available for studies on the role of the cell cycle in cell type determination in Dictyostelium. Experience with gene manipulation techniques is essential and experience with protein and immunological methodologies would be an asset. The position is available immediately but the exact starting date is negotiable. Send curriculum vitae with names of references to G. Weeks, Department of Microbiology and Immunology, University of British Columbia, Vancouver, BC V6T 1Z3; fax (604)822-6041, email: gweeks@unixg.ubc.ca.

MUSIC

WILFRID LAURIER UNIVERSITY - The Faculty of Music is seeking a one-year limited-term appointment in composition, subject to budgetary approval. Teaching duties include undergraduate courses in composition, individual lessons for student composers, and supervision of the electro-acoustic music studio. Doctorate and teaching experience preferred. Experience in MIDI-based electro-acoustic composition essential. Rank: Lecturer. Salary: $30,000. Starting date: July 1, 1995. Closing date for applications: May 31, 1995. Applications, including CV and three letters of references, should be sent to Leslie De'Ath, Acting Dean, Faculty of Music, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. The University provides a smoke-free working environment.

NATIVE STUDIES

TRENT UNIVERSITY: Subject to budgetary approval, applications are invited for one ten month limited term appointment at the Lecturer/Assistant Professor level for the 1995-96 academic year. The salary for the floor of the Assistant Professor is $41,816 per annum. The commencement date of the appointment is subject to negotiation. Areas of specialization sought are a combination of community-based research methods, Native social services, community development, economic development or program planning. Other areas will also be considered. Candidates should have teaching experience, knowledge of Native cultures and direct experience with community based initiatives. M.A. required, PhD or equivalent in experience preferred. Applications, including Curriculum Vitae and names of three referees should be sent to Professor David Newhouse, Chair, Department of Native Studies, Trent University, Peterborough, Ontario K9J 7B8. Closing date: June 1, 1995. Trent University is an Employment Equity Employer and especially invites candidates from women,

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DIRECTOR, JOINT CENTRE FOR BIOETHICS
UNIVERSITY OF TORONTO

The University of Toronto and participating teaching hospitals (Hospital for Sick Children, Mount Sinai Hospital, Sunnybrook Health Science Centre, and The Toronto Hospital) announce a search for the Director of the University of Toronto Joint Centre for Bioethics. This interdisciplinary Centre fosters original scholarship in ethics related to health care, health policy and the conduct of health science research in Canada; offers graduate and professional education in bioethics; supports and coordinates undergraduate bioethics education; and provides clinical bioethics services in the participating teaching hospitals. The Director will be responsible for the administration of academic and clinical programs of the Centre.

The successful candidate will have earned a professional degree or doctorate in a field relevant to bioethics and will have made noteworthy contributions in this field. Important attributes include demonstrated research excellence, teaching proficiency and ability, high professional and/or academic standards, leadership and communication skills, academic administrative experience, and the ability to facilitate the collegiality necessary for multidisciplinary scholarship of high quality.

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications or nominations will be accepted until **May 31, 1995** and should be directed to **Arnold Aberman, Vice-Provost, Relations with Health Care Institutions, Suite 2109, Medical Sciences Building, University of Toronto, 1 King's College Circle, Toronto, Ontario M5S 1A8.**

University of Prince Edward Island

Dean, Faculty of Education

The University of Prince Edward Island invites applications for the position of Dean of the Faculty of Education. The position is for a six-year term, beginning 1 July 1995, or as soon as possible thereafter.

Although founded in 1969 and thus a relatively new institution, the University of Prince Edward Island can trace its roots back over 150 years. The only university in the province, and located in the capital city of Charlottetown, U.P.E.I. has some 2600 full-time and 775 part-time students, and approximately 218 faculty and 359 staff. Principally an undergraduate teaching institution, U.P.E.I. offers a wide range of programs including Education, Arts, Sciences, Music, Engineering, Business Administration, Nursing and Veterinary Medicine.

The Faculty of Education has six full-time faculty members and a number of sessional lectures. Currently the Faculty offers both elementary and secondary Bachelor of Education degrees: a four-year undergraduate concurrent program and a one-year post-degree program. The Faculty of Education is designing a two-year post-degree program to replace the existing degree programs. The Faculty is actively involved in in-service and professional development programs for teachers and offers diploma programs in Library Science and Special Education in addition to summer institutes and night courses on special topics.

Applicants must have a PhD, or equivalent, and a strong background in teaching, preferably at both the university level and in the school system. The successful candidate should have considerable field-based experience through in-service and/or research. Experience with supervision of pre-service teachers would be an asset.

The successful candidate will be expected to provide dynamic and innovative leadership in working cooperatively with faculty, staff, and students. The Dean will be expected to work effectively and creatively at the local, regional, and national levels with professional groups, government agencies, educational institutions, and other partners in education.

Please send a letter of application and a curriculum vitae and have three letters of reference sent on your behalf to

Chair, Search Committee for a Dean of Education
Office of the President
University of Prince Edward Island
550 University Avenue
Charlottetown, PE C1A 4P3

The deadline for applications is **1 June 1995.**

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. U.P.E.I. is committed to the principle of equity in employment.

U N I V E R S I T Y O F W A T E R L O O

Bell Canada/NSERC Industrial Research Chair in Telecommunication Software System Reliability Engineering

The Department of Electrical and Computer Engineering at the University of Waterloo seeks candidates for appointment to the Bell Canada/NSERC Industrial Research Chair in Telecommunication Software System Reliability Engineering. The Chair is funded by Bell Canada and by the Natural Sciences and Engineering Research Council of Canada (NSERC) through its Industrial Research Chair program. The Chair involves two faculty positions, two support staff positions and a number of graduate students. The funding is available for an initial five-year period, with the possibility of renewal for another five years.

The Chair research will focus on reliability engineering of telecommunication software systems. Of specific interest are the issues within the bounds of software reliability modeling, software reliability monitoring and related telecommunication software quality issues. The Chair research activities will involve significant interactions with the industrial sponsor. The chairholders will build, manage and lead a strong research team. The results of the Chair research are expected to advance the state of knowledge in reliability engineering of telecommunication software and assist the industrial spoosor in reliability engineering of its software systems. The research Chair will be supported by the facilities available at the Bell Canada Software Reliability Laboratory recently established at the University of Waterloo.

The two chairholders will be appointed as tenured or tenure-track faculty members in the Department of Electrical and Computer Engineering. They should have a doctoral degree in Computer Engineering, Electrical Engineering or Computer Science and a strong commitment to research and teaching.

The candidate for one of the two positions should be qualified at the level of full professor. He/she must have background and experience relevant to the research orientation and activities of the Chair including research record in software reliability engineering or closely related area of expertise in software reliability/quality, telecommunication industry experience or software systems development experience and good understanding of the assumptions underlying telecommunication software (or a willingness to work with the industrial sponsor to acquire these). Analytical capability in reliability modeling is viewed to be equally important to the background in the telecommunication industry.

The candidate for the other position should be qualified for a tenured academic position. He/she must have background and experience relevant to the research orientation and activities of the Chair including substantial industrial experience in development of telecommunication software and research record in the field of software reliability engineering.

The Department of Electrical and Computer Engineering has currently 44 full-time professors, 160 graduate students, over 1000 undergraduate students and an annual research expenditure of $5.5 million. The University of Waterloo is a leader in the field of computing.

Candidates should send their resumes to:

Professor B.R. Preiss
TSSRE Chair Search Committee
Department of Electrical and Computer Engineering
University of Waterloo, Waterloo, ON Canada N2L 3G1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

ANNONCES CLASSÉES

Aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NURSING

THE UNIVERSITY OF ALBERTA Faculty of Nursing is looking for five (5) highly qualified individuals for teaching positions beginning July 1995 at the assistant or associate professor level ($38,325 - $68,056 per annum). Appointment salary is commensurate with qualifications and experience. Ideal candidates will also have clinical expertise and/or specialize in one of the following areas: perinatal nursing, community health, epidemiology, gerontology, rehabilitation nursing, mental health. One candidate is required with strength in quantitative research methodologies and statistical analyses. Qualifications for teaching positions include, but are not limited to, a doctoral degree, preferably in nursing; a master's degree in nursing; and an established program of research reflected in publications in refereed journals. Applicants must hold current nursing registration in Alberta or be eligible to be registered as a nurse in the Province of Alberta. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a teaching dossier and the names of three referees to Dr. Marilynn J. Wood, Dean, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, Alberta, Canada T6G 2G3. Closing date: June 30, 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

OBSTETRICS & GYNECOLOGY

THE UNIVERSITY OF ALBERTA Department of Obstetrics and Gyne cology invites applications for two Research Scholars to join a developing a research centre for maternal, fetal and neonatal health. These positions will be funded through an external agency, but the incumbents will enjoy the privileges of the University Academic rank at the level of Assistant or Associate Professor, salary ranges $39,230 - $55,526 and $48,572 - $69,664 respectively. Rank and salary will be commensurate with experience. Qualifications include a PhD or equivalent degree and a demonstrated pattern of high quality research productivity. Since the granting of these awards is by competition and is made on the basis of excellence, preference will be given to applicants with demonstrated ability to acquire research grants. The major responsibility will be the establishment of a research program, preferably with a focus on maternal-fetal cardiovascular-pulmonary physiology. There will also be a 10-15% commitment of time towards teaching. Commencement date is negotiable. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a curriculum vitae, a statement of research interests and career goals, and the names of three referees to: Dr. B.F. Mitchell, Chairman, Department of Obstetrics and Gynecology, University of Alberta Hospitals, Edmonton, Alberta T6G 2R7. Deadline for receipt of applications is May 31, 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF OTTAWA - Chair, University Department of Obstetrics & Gynecology. Responsible for directing education programs at both the undergraduate and graduate levels, and must be eligible to practice in Ontario and hold certification of the Royal College of Physicians and Surgeons of Canada in Obstetrics and Gynecology. The individual selected will hold a full-time University appointment and have a track record of academic excellence, commitment to education and leadership skills. A working knowledge of both English and French is desirable; a commitment to support bilingualism within the Faculty is essential. Salary, academic rank and fringe benefits are commensurate with qualifications and experience in accordance with existing scales at the University of Ottawa. In keeping with the practice policy for the recruitment of women, the University of Ottawa strongly encourages applicatron from women. Employment equity is University policy. Priority will be given to Canadian citizens and permanent residents of Canada. In accordance with Canadian immigration requirements, this appointment is subject to the availability of funds. Applicants are requested to forward their curriculum vitae and the names of three references prior to May 30th, 1995, specifying the position applied for, to John F. Seely, M.D. Dean, Faculty of Medicine, University of Ottawa 451 Smyth Road, Ottawa, Ontario K1H 8M5

UNIVERSITE D'OTTAWA - Chaire universitaire du département d'obstétrique et de gynécologie. Comme vous serez responsable des programmes d'études de premier et de deuxième cycles, vous devez être admissible à exercer la profession en Ontano et posseder l'agrément à titre de spécialiste en obstétrique et gynécologie du Collège royal des medecins et chirurgiens du Canada. Vous devez aussi être en mesure de mettre sur pied de solides programmes en clinique et en recherche. Pour ce poste à temps complet, la Faculté recherche des personnes devouées à l'enseignement, douées de qualités de chef et ayant à leur actif un excellent dossier académique. Une connaissance de l'anglais et du français est désirable. Un engagement à promouvoir le bilinguisme au sein de la Faculté est essentiel. Le traitement, le rang académique et les avantages socraux seront fonction de la formation et de l'expérience, selon l'échelle en vigueur à l'Universrté d'Ottawa. Conformément au règlement sur le recrutement preactif des professeures, l'Universrté encourage fortement les demandes de la part des femmes. L'Universrté apolique par ailleurs une politique d'égalité en matrère d'emploi. En vertu des exigences canadiennes relatives à l'immigration, la prionté sera accordée aux personnes de crtoyenneté canadienne et de résidence permanente au Canada. Pour postuler, veuillez faire parvenr votre dossier de candidature, incluant un curriculum vrtae et le nom de trois répondants, d'ici le 30 mar 1995, en citant le titre du poste visé, au Dr. John F Seely, doyen, Faculté de médecine, Universrté d'Ottawa, 451 chemin Smyth, Ottawa (Ontario) K1H 8M5.

UNIVERSITY OF CALGARY - Research Associate required for studies on the regulation of fetal heart rate patterns in near term fetal sheep. Some patient-related research may be involved. Minimum requirements: MD or equivalent; 2 years' training in Obstetrics and Gynaecology; and experience in fetal physiology, particularly hands-on experience in fetal sheep instrumentation, conducting experiments and data analyses. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Submit curriculum vrtae, fetter summarizing background, achievements and career objectives, and names/addresses of three referees, by May 31, 1995 to: Dr. G. Connors, Room 207, 3330 Hospital Drive N.W., Calgary, AB T2N 4N1.

OPTOMETRY

UNIVERSITY OF WATERLOO - School of Optometry. Assistant/Associate Professor. Applications are being accepted for a probationary term appointment at the Assistant/Associate level in the School of Optometry, Universrty of Waterloo. The successful candidate will be experted to carry out research and to instruct in che School's professional, graduate and/or clinical programmes. Preference will be given to candidates who are eligible for ficensure in Ontario, have earned a PhD in vision science or a related field and have demonstrated independent research capability. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1995 to Dr. Jarob Sivak, Director, School of Optometry, Universrty of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The Universrty of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO - School of Optometry. Clinical Tearhing Position. Applications are being accepted for a full time clinral tearhing position at the School of Optometry, Universrty of Waterloo. Applicants must be eligible for ltrensure in Ontario. Preference will be given to applrants who have an advanced clinical qualification. Salary negotiable within a range commensurate with experrence and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1995 to Dr. Jacob Sivak, Orrector, School of Optometry, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertsement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

ORTHOPAEDICS

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Orthopaedics invites applications for a full-time tenure track position in the area of Orthopaedic Trauma. This position is subject to final budgetary approval. Appointment will be at the Assistant Professor level. Preference will be given to individuals who have a strong interest in resident and undergraduate education and have documented experience. Candidates for this positron must have a medical degree, subspecialty training and clinical expertise in trauma and a demonstration of outstanding research abilities. The successful candidate will be expected to develop a vigorous, independent research program in an interactive environment and should be an enthusiastic teacher. Salary will be commensurate with assistant professor level. The anticipated start date is August 1, 1995. The deadline for application is June 30, 1995. Applications, including a curriculum vrtae, selected reprints, a statement of research interests and present research activrtres, and the names of three references should be sent to Dr. R.W. McGraw, Head, Department of Orthopaedics, 810 West 10th Avenue, Vancouver, BC V5Z 4E3. In accordance with Canadian Immigration requirements, chis advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

PAEDIATRICS

THE UNIVERSITY OF CALGARY Department of Paediatrics invites applications for a full time academic position at the Assistant Professor level or higher to participate in patient care, teaching and research. The successful candidate must have experience in Emergency Medicine, a demonstrated research interest in Clinical Pharmacology/Toxicology and be eligible for certification in Paediatrics and for licensure in the Province of Alberta. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Please forward applrations, including a curriculum vitae and the names of three referees by May 31, 1995 to: Dr. O.G. Gall, Head, Department of Paedatrics, The University of Calgary, 1820 Richmond Road S.W., Calgary, Alberta T2T 5C7.

PATHOLOGY

CHEDOKE-McMASTER HOSPITALS/McMASTER UNIVERSITY - Academic Anatomical Pathologist. A position is available for a full-time Anatomical Pathologist with particular interest in surgical pathology and cytology in the Department of Laboratory Medicine, Chedoke-McMaster Hospitals. The successful candidate needs to have, or be eligible to obtain the FRCPC in pathology and a license to practice Pachology in Ontario. Preferenre will be given to candidates with a demonstrated academic background, interest or an established research program in molecular techniques, for which dedicated time is available. Supervision of pathology residents is also required. Chedoke-McMaster Hospitals is a tertiary referral centre for many areas of pathology with a catchment area of several million. Excellent pathology support services (E.M., immunocytochemistry, flow cytometry) are present. Salary and academic rank are commensurate with experience. Applicants should send their CV and the names of 3 refrees to: Dr. R.N. Riddell, Chief of Servire, Laboratory Medicine, Room 2N19, Chedoke-McMaster Hospitals P.O. Box 2000 Station A, Hamilton, Ontario L8N 3Z5; (905)521-2100, Ext. 6341 or FAX (905)577-0198. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University has an employment equity programme, and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities.

PHARMACY

UNIVERSITÉ DE MONTRÉAL - Pharmacie sociale at administrativa. La Faculté de pharmacie de l'Universrté de Montréal recherche des professeures ou professeurs de carrière dans le domaine de la pharmarie sociale et administrative. Fonctions: Développer la recherche et l'enseignement relatifs aux aspects socio-économiques de l'utilisatron des medicaments et des interventions pharmaceutiques. Ces activités pourront être menées en collaboration avec le secteur de la santé publique de la Faculté de medecine. Exigences: PhD et expérience postdoctorale dans une discipline relative à l'économie de la santé (économie, santé, adminstration de la santé, pharmacoéconomie...); maîtrise des concepts économiques pertinents à l'analyse des soins de sante et leur application à l'étude des medicaments ou des interventions pharmaceutiques. Ou Ph.D et expérience postdoctorale dans une discipline pertinente, avec une formation solide en épidemiologie et en méthodologie de la recherche; maîtrise des concepts de recherche évaluative et épidémiologique et leur application à l'étude des medicraments ou des interventions pharmaceutiques. Ou PhD et expérience postdoctorale en pharmacie sociale et administrative ou dans une discipline pertinente; maîtrise des aspects socio-économiques de la pharmacie et capacités d'analyse et d'évaluation des politiques relatives aux medicaments et interventions pharmaceutiques. Traitement: Selan la convention collective. Date d'entrée en fonction: Dès que possible. Les personnes intéressées doivem faire garvenir leur curriculum vitae, avant le 31 mai 1995, à: M. Robert Goyer, doyen Faculté de pharmacie, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Québec) H3C 3J7. Conformement aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Universrté souscrit à un programme d'arcès à l'égalité en emploi pour les femmes.

UNIVERSITY OF MANITOBA - Applications are invited for a full-time tenure track position in Pharmaceutical Sciences, at the rank of assistant Professor (starting salary range, $45,000 - $50,000), effective September 1, 1995 in the Faculty of Pharmacy, University of Manitoba. The position requires a B.Sc. (Pharmacy) degree and a PhD Degree specializing in the areas of Pharmaceutics/Industrial Pharmacy or Drug Metabolism/Pharmacokmetics. Training and experience in biotechnology is preferred. The duties will include teaching m undergraduate and graduate courses, establishing an independent or collaborative research program and supervising graduate students at both the Master's and PhD level. The Faculty of Pharmacy is located on the Fort Garry Campus of the University of Manitoba. The baccalaureate program is Five years in length (1+4) leading to the degree of B.Sc. (Pharmacy). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Please send a fetter of apolcation and curriculum vitae to Dr. K.W. Hindmarsh, Dean, Faculty of Pharmacy, The University of Manitoba, Winnipeg, Manitoba R3T 2N2 Telephone (204)474-8734; Fax (204)275-7509. Applications will be accepted until June 30, 1995 or until the position is filled.

PHILOSOPHY

CORRECTION - DALHOUSIE UNIVERSITY January issue, two ads. Salary statements should have read: Salary based on qualifications and experience.

PHYSICS & ASTRONOMY

THE UNIVERSITY OF CALGARY has an immediate opening for a tenure-track assistant professor in the Department of Physics and Astronomy. The Department is involved in a number of upcoming, international space science satellites, and has strong research programs in astrophysics, condensed matter physics, stable isotopes, and space physics. Qualifications: excellent research record in the general area of spare physics, either theoretical or experimental, to strengthen or complement our existing research areas in auroral and magnetospheric processes, plasma physics, and instrument development. Persons with experence in space instrumentation are particularly encouraged to apply. Candidates for this position must also show the ability to teach a wide range of undergraduate and graduate physics courses. This position commenres July 1, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applicants should send a curriculum vitae, a statement of teaching imerests and philosophy, a concise outline of research directions and goals, and names, addresses, telephone and e-mail addresses of chree referees before July 1, 1995 to: Dr. C.J. Bland, Head, Department of Physics and Astronomy, The University of Calgary, 2500 University Orive NW, Calgary, Alberta T2N 1N4 Canada; Fax: (403)289-3331; E-mail: t25b2@ucdasvm1.admin.ucalgary.ca.

POLITICAL SCIENCE

SAINT MARY'S UNIVERSITY Department of Political Science invites applications (subject to funding) for a tenure-track appointment, effective September 1, 1995 at the rank of Assistant Professor. PhD or near completion preferred. Responsibilities include teaching at the introductory level and some combination of comparative politics and international relations. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Candidates are asked to forward a curriculum vitae and three letters of reference to: Dr. Donald Naulls, Chairperson Selection Committee, Department of Political Science, Saint Mary's University, Halifax, Nova Scotia B3H 3C3; E-Mail: dnaulls@shark.stmarys.ca; FAX: 902-420-5181. Closing date for applications is May 31, 1995.

YORK UNIVERSITY, Faculty of Arts, Department of Political Science. Applications are invited for one contractually limited position at the lecturer or assistant professor level in Canadian Politics with specalizations in some combination of the following areas: introduction to Canadian government, parties & voting, public policy & administration, and public law. Appointment for a one year contract to commence August 1, 1995. Requirements: PhD or equivalent. Salary: Commensurate with qualifications. Applicants should send a curriculum vitae, appropriate samples of their scholarship, teaching evaluations, and arrange to have three letters of reference sent to: Professor Harvey G. Simmons, Chair, Department of Political Science, Room S669 Ross Building, York University, 4700 Keele Street, North York (Toronto), Ontario, Canada M3J 1P3. This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Deadline for Applications: June 1, 1995

THE UNIVERSITY OF WESTERN ONTARIO - Department of Political Science. A tenure-track appointment will be made commencing July 1, 1995, subject to final budgetary approval. Candidates must have the PhD. We are looking for someone with substantial teaching and research interests in International Relations. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The appointment will be made at the rank of Assistant or Associate Professor. Salary is negotiable. Applications, together with a c.v. and the names and addresses (including FAX numbers) of 3 referees, should be directed to: Professor Elizabeth Riddell-Dixon, Chair, Department of Political Science, The University of Western Ontario, Social Science Centre, London, Ontario, Canada N6A 5C2. Deadline for receipt of applications: May 31, 1995. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

PREVENTIVE DENTAL SCIENCE

THE UNIVERSITY OF MANITOBA - Faculty of Dentistry. Section Head/Orthodontic Faculty Position. Applications are invited for one senior full-time, tenure-track position in the Department of Preventive Dental Science. Responsibilities will include the Headship of the Section of Orthodontics which includes Graduate and Undergraduate Orthodontics. Preferred areas of research expertise include physiology, biomechanics, connective tissue biology, facial growth and development, and dental materials. Didactic, preclinical and clinical teaching in the undergraduate and graduate orthodontic programs will be required. CDA/AOA accredited orthodontic training and research experience are required. An advanced degree (minimum M.Sc.) is

CENTRE FOR SPACE RESEARCH

The Centre for Space Research of the University of New Brunswick invites applications for the position of Associate Industrial Research Chair in Space Science. The Associate Chair is funded jointly by NSERC, CDM DEV Atlantic, and the Province and University of New Brunswick, and will be a tenure track research position in the Department of Physics with considerably reduced teaching and staff duties. The successful candidate will support the research programmes of the Centre under the direction of the Senior Chair, and will be expected to develop his/her independent programmes as part of the technical and scientific activities of the Centre. These currently include the development, in cooperation with industry, of novel sensors and optical systems for future space astrophysics missions, and participation in a number of Canadian and International flight missions including the HIRES solar physics sounding rocket programme, the ESA/NASA Solar and Heliospheric Observatory (SOHO), and Hubble Space Telescope (HST).

The successful candidate should have "hands-on" experience with the development of flight and laboratory hardware, including successful working relationships with industry, and a demonstrated ability for independent research. Preference will be given to candidates with expertise in the field of optics and/or detectors for imaging and spectroscopy, with particular emphasis on innovative technologies. Familiarity with techniques for studies of astrophysical and laboratory plasmas would be highly advantageous.

Applications, including a vita and a statement of current research interests, should be sent to:

Dr. J. Gethyn Timothy
Centre for Space Research
Department of Physics
The University of New Brunswick
Post Office Box 4400
Fredericton, New Brunswick
Canada E3B 5A3

The closing date for applications is **15 June 1995.** The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

OFFRE D'EMPLOI

DÉPARTEMENT DE BIOLOGIE

Le Département de biologie met au concours un poste pouvant mener à la permanence, au rang de professeur(e) adjoint(e), commençant le 1er juillet 1995. Les candidat(e)s devront détenir un doctorat (PhD) en plus d'avoir fait preuve de leurs aptitudes en recherche et en enseignement. Une expérience postdoctorale serait un atout. La préférence sera accordée aux candidat(e)s ayant développé un solide programme de recherche en physiologie des vertèbrés dans le domaine environnemental ou de la toxicologie. La personne choisie pour ce poste sera appelée à superviser des projets de recherche au niveau de la maîtrise, à enseigner, en français, les cours Physiologie des Vertébrés et Anatomie Humaine, et à développer un ou deux cours dans son domaine de recherche. Les candidat(e)s enverront un curriculum vitae et feront le nécessaire pour faire parvenir directement trois lettres de référence au: Dr. G.D. Ferroni, directeur, Département de biologie, Université Laurentienne, Sudbury, Ontario P3E 2C6, avant le 30 mai 1995. Ce poste est sujet à l'approbation budgétaire et conformément aux exigences de l'Immigration canadienne, cette annonce s'adresse aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents. L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres de minorités visibles et lespersonnes handicapées à poser leur candidatures. Conformément à la politique du bilinguisme de l'Université Laurentienne le bilingulsme passit (français/anglais) est une condition d'obtention de la permanence. L'Universitć offre gracieusement à ses professeur(e)s des cours de langue seconde.

Université Laurentienne

Pontificia Universidad Católica de Chile
Mining Centre, Faculty of Engineering
Two Faculty Positions

Applications are invited for two Faculty positions within the Mining Centre at the Pontificia Universidad Católica de Chile, PUC. The Mining Centre of PUC was created as a centre of excellence in mining in response to requirements of the Chilean Mining Industry. It is the intention of the PUC Mining Centre to provide a new approach to mining education and research. One of its first priorities is the provision of very high quality professionals who are expected to become leaders in the Chilean Mining Industry

Two Faculty positions are available, one in Mining Engineering and one in Geology. The successful candidates will be expected to teach in the undergraduate and graduate program, supervise graduate students and conduct applied research co-operatively with the mining industry. Candidates should possess a PhD in a mining related discipline. Preference will be given to candidates having industry experience. Regarding the Geology position preference will be given to candidates with background in economic and/or mining geology

Applications including a CV should be sent to Professor Gustavo Lagos, Faculty of Engineering, Pontificia Universidad Católica de Chile, Vicuna Mackenna 4860, Santiago, Chile, by May 30, 1995 Telephone (56-2-5522375) extension 4835, fax 5524054

Competitive compensation will be offered Final salary will depend on qualifications of the successful candidate

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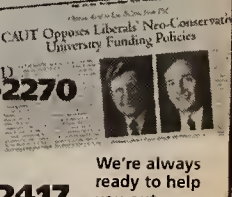

CLASSIFIEDS

required. Private practice privilege extra-or intramurally is available one day per week. Academic rank and salary will be commensurate with qualifications and experience. Applicants must be eligible for dental licensure in Manitoba. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae and the names and addresses of three references should be forwarded to: Dr. J.N. Wright, Dean, O113 Dean's Office, 780 Bannatyne Avenue, Winnipeg, Manitoba, Canada R3E 0W2. Deadline for receipt of applications is August 1, 1995.

PSYCHIATRY

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Psychiatry is seeking to recruit academic psychiatrists with interests in the following areas: Schizophrenia, Child and Adolescent Psychiatry and Psychiatric Genetics. These are full-time grant tenure track positions. The successful applicants will have an established record of achievement in research as demonstrated by grant awards and published papers. Responsibilities will include undergraduate and graduate teaching as well as some departmental and hospital administration. Salary and rank will commensurate with qualifications and experience. These positions are subject to final budgetary approval. The UBC Department of Psychiatry has excellent research facilities and considerable strengths in basic and clinical neuroscience. The successful candidates will have many opportunities for interdisciplinary and collaborative research. Applicants should submit a copy of their curriculum vitae, a brief statement of their current research interest and the names of three references to: Dr. W. John Livesley, Head, Department of Psychiatry, University of British Columbia, 2255 Wesbrook Mall, Vancouver, BC V6T 2A1 by July 31, 1995, with a start date of January 1, 1996. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Psychiatry, Division of Neurological Sciences. University of British Columbia is accepting applications for the position of Research Associate. This is a 1 year renewable term position. The candidate must have a PhD in Physiological Sciences with training in Neuroanatomy and Electrophysiology and will be expected to have an established record of multidisciplinary research into the neurobiology of behavioral state control as well as mechanisms of epileptogenesis as evidenced by relevant publications, and should have proven expertise in the following techniques: neuroanatomical tract tracing in mammalian brain in vivo and in brain slices; immunohistochemistry; extracellular single and multi-electrode recording in brain slices; intracellular recording and dye filling in brain slices; and electron microscopy. Salary and rank will be commensurate with qualifications and experience. The Division of Neurological Sciences has excellent research facilities and considerable strength in basic and clinical neuroscience. The successful candidate will have many opportunities for interdisciplinary and collaborative research. Applicants should submit a copy of their curriculum vitae, a brief statement of their current research interests and the names of three references to Dr. Peter B. Reiner, Department of Psychiatry, University of British Columbia, 2255 Wesbrook Mall, Vancouver, BC V6T 1Z3 by 31 May 1995 with a proposed starting date of no later than 1 July 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

PSYCHOLOGY

BISHOP'S UNIVERSITY - The Department of Psychology at Bishop's University invites applications for a limited-term sabbatical replacement appointment, starting September 1, 1995. A PhD and university teaching experience are preferred. The candidate is expected to teach three undergraduate courses per term. The courses required are Psychological Statistics (elementary and advanced), Multivariate Statistics, Learning and Memory, and two additional courses. Applications including curriculum vitae, teaching evaluations, and three confidential letters of reference should be sent to Dr. C. Rose, Dean of Social Sciences, Bishop's University, Lennoxville, Quebec J1M 1Z7. FAX: 819-822-9661. E-mail: crose@hera.ubishops.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval.

UNIVERSITY OF NEW BRUNSWICK - Saint John Campus. The Department of Psychology is inviting applications for a 9 month term position. The appointment, which is subject to budgetary approval, will be at the rank of either lecturer or assistant professor. Applicants are expected to have either a PhD or to be in the final stages of a PhD program. Salary will be based on qualifications and experience. Applicants are expected to be able to instruct courses in neuropsychology, abnormal psychology, and one or more of the following areas, perception, personality, psychological testing, motivation, behavior modification, systems of psychotherapy, and introductory psychology. Applicants, with curriculum vitae and the names and addresses of three referees should be sent to Dr. Alexander Wilson, Chair, Department of Psychology, University of New Brunswick, Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF SASKATCHEWAN - Applications are invited for two one-year limited term Assistant Professor appointments effective July 1, 1995. Applicants from any area of research specialization will be considered although preference will be given to individuals who are prepared to teach courses in some of the following areas: introductory psychology, social, community, dyadic communication and/or group processes. In accordance with immigration requirements, the advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities and people with disabilities are invited to identify themselves as members of those designated groups on their applications. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Jim Cheesman, Head, Department of Psychology, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, Canada S7N 5A5. The deadline for applications is May 31, 1995 but applications submitted later may be considered.

UNIVERSITY OF NEW BRUNSWICK, Saint John Campus - The Department of Psychology is inviting applications for a tenure-track position in the area of Developmental/Lifespan Psychology. Applicants with a clinical/applied research orientation will be given preference. Applicants in other areas are also invited to apply. The appointment, which will commence January 1, 1996, is subject to budgetary approval. Applicants are expected to have a PhD or to be in the final stage of a PhD program. Salary and rank of appointment will be based on qualifications and experience. Applicants are expected to be able to instruct courses in Child Psychology, Lifespan Developmental Psychology, Abnormal Psychology, Aging and one or more of the following areas: Behavior Modification, Child Psychopathology, Personality, Motivation, Systems of Psychotherapy, and Introductory Psychology. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to Dr. Alexander Wilson, Chair, Department of Psychology, University of New Brunswick, Box 5050, Saint John, NB E2L 4L5. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RHEUMATOLOGY

DALHOUSIE UNIVERSITY - Department of Medicine. The Division of Rheumatology seeks applicants for a full-time position within the Department of Medicine, Dalhousie University on the active staff of the Victoria General Hospital. The successful applicant will be expected to participate in the University's clinical and teaching programs and demonstrate a capacity to obtain independent research funding. Requirements include a Canadian Fellowship in Rheumatology (or its equivalent) and eligibility for a license in Nova Scotia. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Women, Aboriginal Peoples, Racial Minorities and Persons with Disabilities. Send CV and names of 3 referees to: Dr. John G. Hanly, Head, Division of Rheumatology, Dalhousie University, Room 310, Bethune Building, Victoria General Hospital, Halifax, Nova Scotia B3H 2Y9. Applications will be accepted up to 30 days from date of this advertisement.

SOCIAL WORK

WILFRID LAURIER UNIVERSITY, Faculty of Social Work. Applications are invited for a one year limited term position at the lecturer or assistant professor level, commencing July 1, 1995. The successful candidate will teach at the MSW level in the areas of work in individuals, families and groups and research methods and data analysis. The candidate should have a completed graduate degree in Social Work. Strong preference will be given to those who have completed or are near completion of a doctoral degree. Applications, including a curriculum vitae and the names and addresses of three referees, should be addressed to: Dr. Jannah Hurn Mather, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. Applications will be accepted until May 31, 1995. The University is committed to employment equity policies and encourages applications from women, members of visible minorities, aboriginal peoples and persons with disabilities. Wilfrid Laurier provides a smoke-free environment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

CAUT ACPPU
BULLETIN

ADVERTISING RATES

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Display ads[1]	$3.85
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[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

SEPT	OCT	NOV
CLASSIFIED Aug 10/95 - 12 PM	CLASSIFIED Sept 8/95 - 12 PM	CLASSIFIED Oct 10/95 - 12 PM
DISPLAY Aug 17/95 - 12 PM	DISPLAY Sept 15/95 - 12 PM	DISPLAY Oct 17/95 - 12 PM

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit - la première semaine de chaque mois, de septembre à juin.

SEPT	OCT	NOV
PETITES ANNONCES 10 août 1995 - MIDI	PETITES ANNONCES 8 sept 1995 - MIDI	PETITES ANNONCES 10 oct 1995 - MIDI
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TARIFS DE PUBLICITÉ

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[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

PUBLISHER'S STATEMENT / DÉCLARATION DE L'ÉDITEUR

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide exemptions for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapees et des minorités visibles. A cette fin, on pourra demander aux candidat(es) à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté univeisitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tel: (202)737-5900

Memorial
University of Newfoundland

HEAD
DEPARTMENT OF BIOLOGY

Memorial University of Newfoundland invites applications for the position of Head, Department of Biology. The appointment, to be effective 1 September 1995 or as soon thereafter as is mutually agreeable, is initially for a term of three years and is renewable.

Applicants should have demonstrated excellence in research and teaching in Biology, and be able to show leadership and administrative ability appropriate to the post.

Applications and nominations will be treated in confidence. An application, including a résumé, and the names of three referees, or a nomination, should be submitted by **August 1, 1995**, to: **Search Committee, c/o Gerard Martin, Department of Psychology, Memorial University of Newfoundland, St. John's, NF A1B 3X9.** Fax: (709)737-2430, Telephone: (709) 737-8495, E-mail: gmartin@play.psych.mun.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

OFFRE D'EMPLOI

POSTE EN ÉTUOES CINÉMATOGRAPHIQUES

Le Département de français de l'Université Laurentienne désire combler un poste en études cinématographiques pour l'année universitaire 1995-96.

Il s'agit d'un contrat de 10 mois s'étendant du 1er août 1995 au 31 mai 1996, au rang de professeur(e) adjoint(e). Le poste exige le doctorat ou l'équivalent et de l'expérience au niveau universitaire ou collégial dans le domaine des études cinématographiques.

Faire parvenir un curriculum vitae avant le 31 mai 1995 à:

Directeur
Département de français
Université Laurentienne
Sudbury (Ontario)
P3E 2C6

L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées a poser leur candidature.

Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse en premier lieu aux citoyens et citoyennes canadiens ainsi qu'aux résidents et résidentes permanents.

Université Laurentienne

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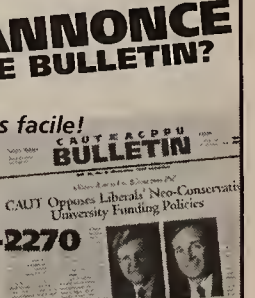

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ANNONCES CLASSÉES

CARLETON UNIVERSITY - School of Social Work. Subject to budgetary approval, the School of Social Work at Carleton University invites applications for a half-time 12-month term (with possibility of renewal) at the Lecturer (without PhD) or Assistant Professor level (with PhD) commencing July 1, 1995. Applicants will be expected to teach undergraduate and graduate courses in aboriginal social work practice and policy utilizing a gender, race and class analysis and to have first-hand knowledge of a aboriginal culture, traditional teachings and ways of knowing, doing and being. There is also the possibility of sessional teaching in the off-campus BSW program offered in aboriginal communities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, accompanied by curriculum vitae and the names of three referees, should be sent by May 31, 1995 to: Or. Colleen Lundy, Acting Director, School of Social Work, Carleton University, Ottawa, Ontario K1S 5B6; Phone: (613)788-2600 (ext 5603).

WILFRID LAURIER UNIVERSITY, Faculty of Social Work. Applications are invited for a tenure track position at the assistant or associate professor level, commencing July 1, 1995. The successful candidate will teach in the areas of community development and social planning. We are seeking a person with extensive experience in working directly with community groups, organizations and social movements. An ability to teach community practice skills and methods at the graduate level is required. Familiarity with community work with diverse populations will be an asset. Applicants should have identified research interest, demonstrated potential as a scholar and an ability to supervise research at the graduate level. The candidate should have a completed graduate degree in Social Work. Strong preference will be given to those who have completed or are near completion of a doctoral degree. Others with strong credentials may be considered. Applications, including a curriculum vitae and the names and addresses of three referees, should be addressed to: Or. Jannah Nurn Mather, Dean, Faculty of Social Work, Wilfrid Laurier University, 75 University Ave W., Waterloo, ON N2L 3C5. Applications will be accepted until June 1, 1995. The University is committed to employment equity policies and welcomes applications from women, members of visible minorities, aboriginal peoples and persons with disabilities. Wilfrid Laurier provides a smoke-free work environment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada

SOCIOLOGY & ANTHROPOLOGY

LAURENTIAN UNIVERSITY - The Department of Sociology and Anthropology is seeking candidates for a 21-month limited term appointment beginning August 1, 1995. Qualifications include completion or near-completion of the PhD degree, demonstration of teaching ability and experience with applied qualitatives social science research. The position will entail teaching a qualitative methodology course in our Applied Sociology Master's Program and at the undergraduate level as well. Other areas of teaching needs include Introductory Sociology, Sociology of the Family, and 4th-year courses in Micro-Sociology and Socialization Theory and Methods. While the language of instructor for this position is English, in accordance with the University's Policy on bilingualism, preference will be given to candidates who are at least passively bilingual. The university offers to its employees free second language courses. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including men, women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Interested individuals should submit an application and curriculum vitae and names and addresses of three referees by May 30, 1995 to Or. Elaine Porter, Chair, Department of Sociology and Anthropology, Laurentian University, Sudbury, Ont. P3E 2C6.

SPANISH

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Department of French and Spanish, Memorial University of Newfoundland, invites applications for an eight-month term appointment in Spanish (with the possibility of renewal) at the rank of Lecturer. The position is subject to final budgetary approval. Applicants should have a doctorate in hand or near completion. The successful candidate will have university teaching experience and a good knowledge of English; s/he will be expected to teach Spanish grammar to first [illegible] courses in literature [illegible] salary will be [illegible] ications and expenses, as [illegible] collective agreement. Applicants should send a curriculum vitae and the names of three referees as soon as possible to Dr Virginia Haiger-Grunting, Head, Department of French and Spanish, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X9. The closing date for receipt of applications is May 30, 1995. The starting date for this position will be 1 September 1995. In accordance with Canadian Immigration requirements, this notice is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Phone: (709)737-7636; Fax (709)737-4000; EMAIL: frenchs@kean.ucs.mun.ca.

CANCELLED

SURGERY

UNIVERSITY OF SASKATCHEWAN - Division of General Surgery. The Department of Surgery, University of Saskatchewan invites applications for two positions. Both would be full-time faculty positions in the College of Medicine, based at the Royal University Hospital, one of the facilities of the Saskatchewan District Health Board. Trauma and Critical Care: The successful candidate will be certified in General Surgery and have accredited training in Trauma and Critical Care. Active commitment to trauma surgery and administration and participation in Intensive Care management will be required, as will participation in undergraduate and postgraduate education. Clinical research in trauma and critical care will be expected. Paediatric General Surgery: The successful candidate will hold a certificate of special competence in Paediatric General Surgery. Full participation in undergraduate and postgraduate education will be required. Active participation in clinical investigation is expected, while experience in academic medical administration would be beneficial. The candidates must be certified in General Surgery by the Royal College of Physicians and Surgeons of Canada, and be eligible for licensure by the College of Physicians and Surgeons of Saskatchewan. The University of Saskatchewan is committed to the principles of employment equity and welcomes applicants from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit a current curriculum vitae and names of three references to: Dr. Roger G. Keith, Professor and Chairman, Department of Surgery, University of Saskatchewan, Royal University Hospital, Saskatoon, Saskatchewan S7N 0W8 Canada Deadline for applications is June 30, 1995.

ZOOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA - Department of Zoology. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Zoology, University of British Columbia. Appointment may be considered at a higher rank for a senior woman with exceptional qualifications. Salary will be commensurate with education and experience. The Department of Zoology currently comprises 36 faculty members, approximately 35 postdoctoral fellows and research associates, and 140 graduate students. Preference will be given to candidates with a least 2 years postdoctoral experience and with demonstrated excellence in research that complements the present strengths in the department. We require a comparative endocrinologist (vertebrate or invertebrate). Experience with molecular biology approaches to this discipline will be considered a major asset. The appointee will be expected to develop a strong research program, and teach in appropriate undergraduate courses. Starting date will be January 1 or July 1, 1997. Appointment is subject to final budgetary approval. Curriculum Vitae, 3 letters of reference, and a brief outline of research interests should be submitted to Dr. J.E. Phillips, Head, Department of Zoology, University of British Columbia, #2354-6270 University Boulevard, Vancouver, BC V6T 1Z4, Canada (Fax: 604-822-2416). Closing date for application is August 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

ACCOMMODATIONS

HOUSE FOR RENT MONTREAL (West Island) Starting Summer 1995 4 bd in Pointe Claire, July 15. Semi-furn, close to com train, bus and shops. Quiet street, large yard, suitable for a sabbatical in Montreal. $1,200 per mo, plus util. $14-343-6278 day, 514-630-6322.

VANCOUVER. Aug/95 to July/96. Fully furnished charming 3br/2bath/2+rich home with lovely garden. Excellent location near UBC. NS, NP. $2400/mo. plus util. Phone 604 264 9906. Fax 604 264 0466. E-mail: delany@sfu.ca.

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In Tough Times — Governance Matters

JOYCE LORIMER

THE RECENT RE-APPOINTMENT OF THE PRESIDENT at Mount Allison and the appointment of the new rector and vice-chancellor of Concordia make an interesting study in contrasts in approaches to university governance.

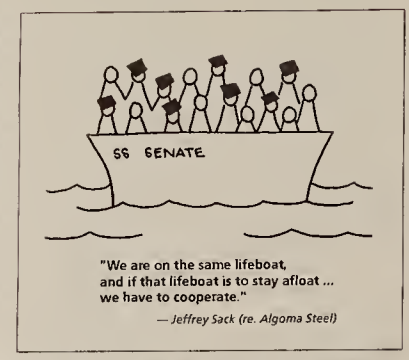
At Mount Allison the decision to give a second term to President Ian Newbould was taken by the board of regents without any serious attempt to seek input from the members of the university community. Indeed the board took its action in full knowledge that the majority of the faculty and staff as well as many students would be strongly opposed to the move.

At Concordia the board of governors decided to try a new approach to senior administrative hirings. As part of the interview process for the shortlisted candidates it set up an open meeting of the board and senate.

All members of the university community were eligible to attend, were invited to submit questions to the candidates through their senate representatives, and requested to forward any comments they might have after the meeting. The same procedure will be followed for the selection of the vice-rector: academic.

Here then we have two totally different approaches to dealing with a crisis of confidence in the senior administration of a university. At Mount Allison, which witnessed bitter faculty and staff association strikes and student discontent during President Newbould's first term, the board of regents opted to exacerbate the problem by retreating into non-consultation, mirroring the chief executive's remote and self-confessedly authoritarian style.

At Concordia, the board decided the best way to restore trust in the competence of management is to adopt open, consultative, collegial processes in their appointment. By choosing to stress the significance of the senate as a forum for consideration of such important decisions, it reaffirmed that body's critical role in university affairs.



"We are on the same lifeboat, and if that lifeboat is to stay afloat ... we have to cooperate."

— Jeffrey Sack (re. Algoma Steel)

In the next few years the forms of university governance are likely to become a significant issue on university campuses. These are difficult economic times. Faced with diminishing funding many institutions will try to downsize by reorganizing or transferring programs. The powers of senates or equivalent academic councils will be critical to institutional wellbeing.

In its recently issued *Policy Statement on University Governance*, CAUT states that the task of the university administration is "to enhance and protect the academic mission of the university. Given the diversity of the university and its multiple functions, management should proceed not on the basis of imposing policies from the top down but by using the established democratic procedures in the Senate to create consensus." [4.1] "The Senate should be the chief academic decision-making body of the university." [2.1]

Even where collective agreements are in place, the senior academic consultative body is generally given a decisive advisory role in academic planning. If adjustments to a university's academic mission must be made, they will be less difficult and command more general acceptance if the body that makes them is known to exercise effective debate, independence of judgement and real control of academic programs.

Academic staff should look hard at the arrangements in their own institutions in the light of the CAUT policy statement's recommendations. Effective debate will not occur if academic staff do not take care to elect representatives who take their task seriously. The independence of senate can hardly be assured when it is chaired by the president and when all senior administrators, not just the president and vice-president: academic, have vote as well as voice, ex officio.

Budgetary decisions affecting programs will not command respect unless they are open to full scrutiny by an elected senate standing committee for finance, and debated and voted on in senate itself. Senior administrators cannot expect to command the confidence of the academic community if they are not put in place with the advice and consent of senate.

A recent *Globe and Mail* article on the resurrection of the worker-owned Algoma Steel stresses the significance of consensual labour-management relations in hard economic times. One result at Algoma Steel was the initial disappearance of grievances which only recently had numbered 500. [April 21, 1995 Algoma Reinvents Labour Relations] Universities, by their very nature, require open and fully accountable collegial structures of governance if they are to develop and prosper.

No board or senior administration should be allowed to cling to or retreat into unproductive and regressive corporate forms of adversarial management. ■

L'importance de la direction des universités

LA RECONDUCTION DU MANDAT DU RECTEUR DE l'Université Mount Allison et la nomination d'un nouveau recteur et vice-chancelier à l'Université Concordia constituent deux exemples de direction universitaire intéressant à étudier car ils illustrent deux façons de faire opposées.

À l'Université Mount Allison, le conseil d'administration a décidé de reconduire le mandat du recteur Ian Newbould sans chercher sérieusement à connaître l'opinion des membres du corps universitaire. De fait, le conseil a pris sa décision en sachant pertinemment que la majorité des professeurs et du personnel ainsi que de nombreux étudiants s'y opposeraient vigoureusement.

À l'Université Concordia, le conseil d'administration a décidé d'essayer une nouvelle méthode de recrutement des cadres supérieurs. Ainsi, dans le cadre des entrevues des candidats retenus, il a organisé une réunion publique avec le conseil d'université.

Tous les membres de la collectivité universitaire pouvaient assister à cette réunion. On les avait invités à soumettre des questions à l'intention des candidats à leurs représentants au conseil d'université et à transmettre leurs commentaires après la réunion. On suivra la même méthode pour la sélection du vice-recteur aux affaires universitaires.

Nous sommes donc en présence de deux façons différentes de composer avec une crise de confiance envers l'administration supérieure d'une université. À l'Université Mount Allison, qui a été le témoin de grèves amères de la part des professeurs et de l'association du personnel et du mécontentement des étudiants pendant le premier mandat du recteur Newbould, le conseil d'administration a choisi d'exacerber le problème en ne consultant personne. Il reflétait ainsi le style autoritaire et isolé du recteur, qui ne s'en cachait pas d'ailleurs.

À l'inverse, le conseil d'administration de l'Université Concordia a jugé que l'adoption d'un processus de nomination public, consultatif et collégial était le meilleur moyen de rétablir la confiance en la compétence de l'administration. En choisissant de mettre en valeur l'importance du conseil d'université comme tribune pour l'examen de décisions aussi capitales, le conseil d'administration a réaffirmé le rôle crucial qu'il joue dans les affaires de l'université.

Pour les prochaines années, les formes de direction des universités risquent de prendre beaucoup d'importance sur les campus. Économiquement, les temps sont durs. Face à un financement qui diminue constamment, de nombreux établissements d'enseignement tenteront de rationaliser par une réorganisation ou un transfert des programmes. Les pouvoirs des conseils d'université ou d'instances équivalentes seront cruciaux pour le bien-être des universités.

L'ACPPU, dans l'*Énoncé de principes sur la direction des universités* qu'elle vient de rendre public, déclare que le «rôle de l'administration de l'université consiste à rehausser et à protéger la mission intellectuelle de l'établissement d'enseignement. La direction devrait tenir compte de la diversité et des multiples fonctions de l'université et établir des procédures démocratiques au conseil d'université pour obtenir un consensus au lieu d'imposer des politiques à partir d'en haut.» [4.1] «Le conseil d'université devrait être le premier organe de décision d'ordre intellectuel de l'université.» [2.1]

Même lorsque des conventions collectives sont en vigueur, l'organe consultatif suprême pour les affaires universitaires se voit généralement confier un rôle consultatif décisif dans la planification universitaire. S'il faut modifier la mission pédagogique d'une université, la tâche sera moins difficile et sera généralement mieux acceptée si l'organe qui le fait est reconnu pour l'efficacité de ses débats, son indépendance de jugement et la maîtrise véritable qu'il exerce sur les programmes d'enseignement.

Le corps universitaire devrait regarder bien en face la composition de ces organes décisionnels à leur établissement d'enseignement en tenant compte des recommandations de l'énoncé de principes de l'ACPPU. Il n'y aura pas de débat efficace si les universitaires ne prennent pas soin d'élire des représentants qui prennent leur tâche au sérieux. L'indépendance du conseil d'université ne peut guère être assurée si le recteur en est le président et si tous les administrateurs supérieurs, et non pas uniquement le recteur et le vice-recteur aux affaires universitaires, ont automatiquement le droit de vote et de parole.

Les décisions budgétaires touchant des programmes n'imposeront pas le respect à moins qu'un comité permanent des finances élu du conseil d'université puisse les examiner en profondeur, en débattre et les mettre aux voix au sein du conseil d'université. Les administrateurs supérieurs ne peuvent s'attendre à obtenir la confiance de la collectivité universitaire si les décisions prises ne sont pas mises en oeuvre avec l'avis et le consentement du conseil d'université.

Le *Globe and Mail* publiait récemment un article sur la résurrection de l'usine Aciers Algoma Ltée dont les employés sont propriétaires. L'article soulignait l'importance d'avoir un consensus dans les relations syndicales-patronales dans une conjoncture économique difficile. L'élimination des griefs, qui ne s'élevaient récemment qu'à 500 est l'une des conséquences de ce consensus. [Le 21 avril 1995, Algoma Reinvents Labour Relations] De par leur nature, les universités exigent des structures de direction collégiales publiques et entièrement responsables pour pouvoir s'épanouir et prospérer.

Il ne faudrait permettre à aucun conseil d'administration ou d'université de reculer ou de se cramponner à des modes improductifs et régressifs de gestion en société contradictoire. ■

CAUT Bulletin Insert · Vol. 42 · No. 5 · May 1995

Librarians' 1995 SUPPLEMENT

SUPPLÉMENT des bibliothécaires

Encart du Bulletin de l'ACPPU · Vol. 42 · No. 5 · mai 1995

The View from the Chair

By Margot Schenk

THE Librarians' Committee continued to represent the interests of librarians to Council and to the CAUT membership, and to be an advocate for the academic librarian and for the well-being of academic librarianship. Unfortunately, and ironically at a time when the "information age" and the "information highway" are the current buzzwords, academic librarians, whose mission it is to answer the demands for information and technological literacy, are threatened with job cutbacks and retrenchment.

Elsewhere in the insert is a paper on this topic by Diane Peters of the Librarians' Committee. This information paper, which was presented to Council in April, was prepared in consultation with the other members of the Committee and with input from the other committees of CAUT.

CAUT has a *Policy Statement on University Governance* which covers academic staff participation on senates and boards of governors. The policy also addresses the issues of academic administration, including faculty and library councils, and faculty associations. The committee is gathering information on the issues of librarian participation on library councils, senates and boards of governors. We plan to prepare an informarion paper relating our data to the CAUT *Policy Statement on University Governance.*

The Committee has received legal advice from Kevin Banks at CAUT on the issue of liability arising from the handling and appraisal of gift books. We will be relating this advice to university responsibilities for academic staff. As well, in collaboration with the Collective Bargaining and Economic Benefits Committee, we are investigating the possibility of drafting a model clause on this subject.

The Committee has commented on the other policy matters before Council. It is essential to ensure that the viewpoints of librarians are considered when drafting policy that concerns all academic staff.

There are Librarians' Committee representatives on the Task Force on Harassment and Violence on Campus and the Inclusive University/Academic Freedom Ad Hoc Committee. We have also designated a member to liaise with the Ad Hoc Committee on Performance Indicators and Accountability. The Committee is looking at enhancing the list of indicators prepared by the Ad Hoc Committee to include quality issues surrounding the activities of the academic library.

The Academic Librarians' Distinguished Service Award has been established in order to recognize outstanding service by academic librarians or faculty members who have contributed to the advancement of the status or working condirions of academic librarians at Canadian universities. The jury made its recommendation to Council in April of this year.

The Committee continues to monitor the issues of copyright and the CanCopy collective. We are awaiting the second phase of copyright legislation which will addtess the rights of users of information. Censorship and pornography issues are being addressed as they arise. Information policy and CANARIE continue to be of concern to the Committee.

Librarians' Committee member Robert Clarke is CAUT's representative on the Alliance for Libraries, Archives and Records Management (ALARM), which developed a consultation paper for the Information Resources Sector with funding from Human Resources Development Canada. The interim report, published in December 1994, recommends a goal of life-long learning for the Information Resources Sector if the challenges and opportunities facing the sector are to be met. Phase II of the process, the preparation of an implementation strategy, began in late April.

Plans are underway for our next biennial conference, to be held in Montreal from Feb. 29 to Mar. 2, 1996. The theme of the conference, Transitions, reflects the changes experienced by those of us in academic information collection and dissemination. We will be opening the first full day of meetings with a plenary session devoted to the theme. Three panelists — a senior elected federal Member of Parliament, a member of the Information Highway Advisory Council and a senior library administrator — will discuss the various aspects of the changes in academic librarianship in a session entitled "Trends, Strategies and Visions." The remainder of the conference will provide for small group presentations associated with the conference theme. Sessions will discuss the changes in post-secondary education and academic librarianship and look ar strategies to employ to deal with these changes.

I must express thanks to the contributors to the CAUT *Bulletin* Librarians' Insert. Some of the articles emanate from the librarians' conference held in Vancouver last Novembet. Others are the result of the Committee's work on a number of current issues. Robert Moore, secretary to the committee, has worked with Robert Clarke, our editor and member of the committee, to bting us the Insert. Many thanks to both of them.

(Margot Schenk is Chair of CAUT's Librarians' Committee.)

Questions of Status & Recognition

By Sandra Zuk

THE evolution of librarians' academic status can be likened to a paradigm shift. Some librarians feel lefr behind in more progressive faculty models. I examine issues pertaining to research and committee service with particular reference to studies of faculty perceptions of academic librarians. I propose that the vehicle to gaining recognition as colleagues with faculty lies in committee service.

The role of the academic librarian is similar to that of teaching faculty, more than that of administrators. Like faculty, librarians are skilled professionals. They play a powerful role in the pursuit, dissemination and structuring of knowledge. By and large, research publication activiry is not an integral part of performance for most academic librarians. Whete research is a component of responsibilities, however, librarians note problems of workload, schedule and release time.

Librarians often have difficulties meeting scholarship expectations. The structure of their work environment and the way in which librarians themselves perceive research cause problems. Libratians have less flexible schedules and release time rhan faculty. For librarians to be analogous to the faculty model, rheir responsibilities must include both scholarship work and a schedule of assignments that allows time to perform such work.

Viewing librarianship as a nine-to-five job severely limits the librarian's ability to meet research expectations. A much broader view is needed which incorporates expectation and time commitments. These should be based upon proven professional practice, scholarship and service.

A number of programs in place at Canadian and American universities provide librarians with ample opportunities for performing all areas of their responsibilities. They include assigned and unassigned time for research, consulting, leaves and special projects. They also include longer term leaves such as sabbaticals.

Several North American studies have examined the collegial relationship between librarians and faculty. These studies found that where librarians are well integrared into the governance of the university and serve on institutional-wide committees, senate or academic staff association committees, they tend to be viewed by faculty as colleagues. These studies credit librarians' faculty status to opportunities to develop collegial relationships through service and research. Since the library administration's support is important for librarians in gaining access to such opportunities, it is paramount that we cultivate strong administrative support. I view active committee involvement as the means to enhance librarians' status with their faculty colleagues. A more aggressive, self-confident stance in our involvements with faculty undoubtedly will have positive effects, even on somewhat reluctant administrations.

Librarians and faculty share the values of teaching and learning. Theit environments have commonality in research and scholarship. The self-confidence and expertise librarians bring to information access and retrieval processes promotes their acceptance as colleagues by faculty.

The results of all the surveys point out areas of service that can be improved and where relations with faculty could be better. Perceptions, of course, vary by institution and in some cases, by department.

A University of Manitoba study by Divay, Ducas and Michaud-Oystryk (1985) was conducted to determine faculty perceptions of the sratus and contributions of librarians after eleven years in the same bargaining unit and five years in equivalent rank and promotion systems.

The Universiry of Manitoba faculty responded thar for their own needs they most valued librarians' assistance in research. Results were surprisingly contradictory when faculty were surveyed about the value of their referral of students to librarians. The lower response rate suggesrs that librarians need ro be more assertive in public relations. They need to advertise their materials and services and promote the value of these attributes to students and the community.

Librarians have not effectively communicated their workload changes to faculty. It is not surprising that faculty often fail to identify librarians' ptoper roles in the teaching and research functions of rhe university. Since perceptions influence status,it is vital thar academic librarians become berter communicators. Misperceptions adversely affecr our status. More awareness of the academic librarians' role is required to change such recognition by both faculty and university administrations.

Faculty members' perceptions of librarians result from both a lack of knowledge of what librarians do and what differentiares a librarian from other staff. This lack of knowledge, to a certain extent, stems from the nature and frequency of their conract. Support sraff perform much of the visible work of the library circulation and interlibrary loan — which is clerical. It is understandable, therefore, that faculry are unclear as to the functions and role of the academic librarian.

The University of Manitoba survey found that "...faculty members who have interacted with librarians have a better under-

Continues Page 3

Academic Staff Association Activities: The Case of the University of Victoria

By Don White

LIBRARIANS at the University of Victoria are members of the faculty association, but their terms of appointment are radically different from faculty. The University administration has insured that they cannot bargain at the same table with faculty on any issue of substance. Librarians obviously don't have faculty status, and nowhere does it say that they even have "academic status." In the degree to which they are separated from the academic or faculty mainstream, they appear to be unlike librarians at almost any other Canadian university.

However, the continuing need to speak out in defence of academic status for librarians suggests that perhaps the conditions at UVic, although maybe a little bizarre, are really not so different from those that prevail elsewhere.

One of the key things that is different about the situation at UVic is the presence of an association of librarians that is separate from the faculty association. This librarians' group has been in place since the mid-1960s, and all librarians except the University Librarian can be members. The group has its own constitution, its own executive, its own committees. It has its own terms of appointment document, looks after our own evaluation procedures, and has a committee that recommends on promotions. The association elects its own representatives to serve on the University Senate and on Senate committees. All this applies only to librarians, independently from faculty.

Despite a reasonably high level of membership in the faculty association, librarians have always felt marginalized as a small, distinct subgroup with our own set of concerns. In addition to common academic interests, a major reason that UVic librarians hang in there with the faculty association is that they'd like to be like librarians at most other universities and negotiate salaries and benefits under the same conditions as faculty. They also stay because the alternatives are few and not very appealing.

Having a separate group does have some benefits. Dealings with the University Librarian, for example, can be more open and direct. I think also that some of the things that have been accomplished, especially in the area of governance, would have been much more difficult to achieve if librarians had tried to work solely through the structure of the faculty association. In addition, I believe librarians have been able to maintain a stronger identity as a group of professionals with a common purpose. But there seems no doubt that without support from the faculty association there is little prospect of putting any form of dispute resolution mechanism in place to provide at least some leverage in negotiations on salaries and benefits.

Although UVic librarians do not have "academic status," one might find at UVic at least as many of the traits listed in the *Guidelines on Academic Status for University Librarians*, approved by CAUT Council in 1976, as you would find at some universities where academic status for librarians is formally recognized.

Through academic status, librarians become associated with faculty, a group with higher status within the social system of the university. But that association alone does not automatically confer a higher status or the prospect of enhanced recognition. The glow from the faculty halo does not of necessity bring librarians out of the shadow. It is perhaps time to pay more attention to other models that might add more value and meaning to our professional lives.

One of the long-standing concerns of librarians is the anorexic condition of our profession. A pivotal issue in that debate is how we reconcile professionalism with the traditional organizational structure of a library, the hierarchy, not least because a hierarchy places significant constraints on the autonomy of the individual practitioner.

Academic status imports a foreign notion into a hierarchical environment, the notion of collegiality. Even though we can implement collegial procedures for appointment, promotion, and many other aspects of our lives as librarians, all these have to be fitted around the guy wires and sharp corners of lines of authority and spans of control.

One way to enhance collegiality and professionalism would be to flatten the hierarchy. Through this, one should see a major devolution of power, authority, and responsibility to all librarians. Obviously, such a change would not be easy. There would be those at the upper end of the hierarchy who would not wish to relinquish control and those down the food chain who would resist the prospect of more power, range of action, and responsibility.

What is important here is that, if we are to look at new models for organizing the collective enterprise we are embarked on, librarians should be the ones in control of the process. This is an opportunity for librarians as a group of professionals, uncoupled from an administrative structure, to take a leading and constructive role, and as correctly, a deconstructive role, in re-shaping their professional lives. This brings us back full circle to the concept, and potential strength, of a separate organization for librarians, the kind of group I have described at UVic.

(Don White is Head of Reference Services at the University of Victoria Library.)

Cutbacks & Retrenchment in Universities: Effects on Librarians

By Diane Peters

THE problem of "doing more with less" is one which confronts all academic staff members today. Job security is threatened, positions are being lost, facilities and equipment are aging and often inadequate. Academic librarians are among those facing some of the most dramatic changes in the nature of their work. They are under pressure to learn new systems, maintain them and facilitate their use; at the same time resources are declining, fewer librarians are employed and retraining opportunities are often minimal.

Ironically, when the "wave of the future" is an increasing demand for information and technological literacy, the role of librarians, whose skills traditionally lie in the management and dissemination of information, is being downgraded.

Job Loss and Early Retirements

Downsizing exercises are widespread in Canadian universities, often in response to government imperatives. Ways of dealing with staff reductions vary. Where decision-making processes are not open, rumours abound. In some cases, administrators make efforts to counsel and redeploy those affected, but in others, individual staff members are held responsible for finding suitable positions for themselves within the organization.

As universities seek to decrease overall staff complements, early retirement and other incentives to leave are becoming more common. Older employees may feel pressured to go before they are mentally and/or financially ready. Financial counselling programs are often inadequate or non-existent.

Decreased staffing leads to workload and morale problems for remaining staff. The situation can prove particularly problematic when subject specialists — for example, those with training in languages, the sciences, law, etc. — are not replaced. Remaining staff also commonly face declining compensation, and less funding is available for professional development, in times when it is vitally important to keep current with changes in the field.

Reorganizations

Library reorganization is taking place on various levels. On some campuses, numbers of branch libraries are being reduced, resulting in fewer service points and threatening the unique and specialized collections and services offered. Elsewhere, departmental reorganizations mean librarians face reassignment.

Technical Services

Many of the library's technical functions are being contracted out to external organizations. At many institutions, professional staff within cataloguing departments have been reduced drastically.

A trend towards the purchase of commercially-available integrated automation systems is helping to streamline operations and eliminate duplication of effort. However, use of such systems has had a considerable impact on the workload and responsibilities of technical support and systems librarians.

Displaced technical service librarians are commonly being moved to public service areas. Many have long years of experience but have had little direct public involvement, and this can prove stressful. Career paths have been interrupted. Work flow slows as staff learn new jobs. Re-training programs may be inadequate or non-existent.

Public Services

Automation has led to an increasing need for public service personnel to deal with user training. Redundant technical services librarians may be redeployed in this area. There is also a trend towards replacing professional reference librarians on information desks with support staff or student assistants. Public service librarians who are removed from day-to-day desk service express mixed reactions. Some express relief at being relieved of "mundane" tasks; others feel their removal from desk work leads to a loss of problem-solving and interactive public relations skills.

Such changes also have major implications for users; the library literature suggests a direct correlation between quality of reference service and the educational levels of service providers.

While centralization of cataloguing functions is the current vogue, other areas are sure to follow, for example, acquisitions.

Collections functions might be turned over to faculty or to graduate students. Many of the reaching/orientation functions currently conducted by professionals could become the responsibility of support staff. Such changes are likely to lead to further downsizing of the ranks of professional academic librarians.

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The Academic Librarian as Researcher & Scholar

By Joanne Matthews

FOUR surveys of faculty opinion about the role and status of academic librarians were carried out during the 1980s. Three of these surveys were conducted in the United States and one at the University of Manitoba. Each survey included a question similar to the following: "Do you view librarians as: academic equals with teaching faculty, professionals, semi-professionals, clerks or others?" The majority of respondents in all four surveys regarded librarians as professionals, but not as academic or faculty equals. The reasons cited for faculty holding those views were: inadequate educational credentials, insufficient teaching and insufficient research.

While we can and have countered on the validity of our educational credentials and teaching responsibilities, it is much more difficult to argue our case with respect to research.

The status of research in the library profession has not been exemplary. Charles McClure and Ann Bishop (1989) reported the results of a study that obtained the assessments of leading researchers in library and information science regarding the status of research in the field. The respondents agreed that the overall quantity of published research had increased since 1980, however the assessment of the overall quality of research was determined to be mediocre. Further, the respondents concluded that the profession was poorly equipped to recognize and strive for research quality and described the impact of research on the profession as "only a little."

It would appear that the image of librarians held by teaching faculty with respect to research is substantiated. Unfortunately, these findings contrast markedly with the aspirations held by some academic librarians to be regarded as academic colleagues with all the respect and shared values such collegiality implies.

Academic librarians have made significant strides toward attainment of faculty status, but there is a lack of consensus among us about the desirability of that status. While we may covet the academic model, the obligations inherent with this status are proving to be onerous. We are apprehensive about a tenure system for librarians in which research and scientific enquiry are paramount. We question the achievability and appropriateness of research. We lack the skills in research methodology and find the time constraints a burden. There is little or no institutional support for us to do research, only the requirement. We lack confidence and are therefore at a disadvantage. Given this situation, it is should come as little surprise that the status of our research is at the stage it is. That we engage in research at all is a credit to the profession.

So, what are we to do? If academic librarians are unwilling to change their aspirations of faculty status, the only alternative remains to change the conditions under which they work.

It is incumbent upon us to create an environment that is, firstly, conducive to engaging in research and, secondly, alleviates some of the stress associated with research. I believe that there are several specific strategies we can employ to obtain that environment.

If a librarian wishes to engage in research, then he or she should have very right to do so. The single most important thing we can do is ensure that this right is entrenched. We must have a clause in our collective agreements/faculty handbooks that addresses research as a right. The CAUT *Model Clause on the Rights of Academic Librarians to Conduct Research as Part of their Workload* offers us a solid foundation upon which to build. There are two issues addressed in this clause that are central to the creation of an environment conducive to research: workload and time to engage in research. The clause states that research is part of the academic librarian's workload; research is not an adjunct duty. It also provides for a ceiling on the amount of time that one could devote to research, if one chooses to do so. Both of these components of the clause provide an infrastructure necessary to support scholarly activity. It also makes the institution aware that, if it is going to require research, then it is the institution's responsibility to support and encourage such research.

A second strategy addresses the issue of tenure. It is difficult for academic librarians to identify with a model that has been designed for teaching faculty. A tenure system that is based upon teaching, scholarship and service causes us considerable anxiety and dissatisfaction. The role of the academic librarian is sufficiently akin to that of teaching faculty to warrant having the same rights and similar performance expectations. However, the role of the academic librarian is sufficiently different to that of teaching faculty to merit performance criteria that reflect these differences. The performance criteria for academic librarians should emphasize excellence in librarianship as the most important element.

We also need to examine the categories of activities that come under scholarship. In addition to research and publications, items such as unpublished reports; speaker, presenter or moderator at conferences and workshops; editorial services; consultancies; and grant proposals should all be included as part of scholarship. The tenure document should also provide for meaningful growth within the profession. As the academic librarian is promoted, the expectations for scholarship should also increase.

The third and final strategy I wish to identify as fundamental to the establishment of an environment conducive to engaging in research deals with our behaviour and attitudes within the profession. Academic librarians need to be more proactive in strengthening their commitment to research. Scholarship should be meaningful and relevant. If we research just for research's sake, we do ourselves a great disservice. We should embrace professionalism. Members of a profession, any profession, enjoy the camaraderie of a group that shares the same skills and body of knowledge that enables them to practise their profession. The ideas for research should come out of our daily work. It is only through the practice of the profession that we are able to isolate and define the problems or phenomena that warrant research.

We must also come to terms with the notion that we lack the sophistication in research methodology. It is in our own best interest to be as conversant in research skills as we possibly can. If this is not possible, then we should seek some compensatory solution, such as drawing on the services of experts.

Lastly, we must promote the benefits of doing research. The personal satisfaction, the skills acquired, the professional growth and the improved relations with colleagues should be viewed as the big payoff for engaging in research.

The respondents in the McClure/Bishop study stated that the single most important factor in encouraging research productivity is one's personal motivation to conduct research. I find this statement incredibly uncharitable and misdirected. It implies that the lack of research in the profession stems from a lack of motivation on our part. It does not acknowledge the hurdles that one must clear in order to engage in research. But the statement does have merit. The motivation to do research has to be there. Hopefully we will be successful in cultivating an environment that will motivate us to conduct high quality research.

(Joanne Matthews is Head of Information Services at the University of Northern British Columbia Library.)

Questions of Status & Recognition

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standing of their functions and usefulness of heir expertise." Contact between librarians and faculty only serves to benefit their mutual collegial relationship. I advocate a healthy balance of a librarian's involvement inside and outside the library, especially with respect to committee service. A higher profile of librarians outside the library heightens respect and understanding of their role within the library. This first step of committee involvement becomes a springboard to further involvement in the educational mission and research functions of the university.

While the service function will always remain important, librarians must take more active roles in promoting their image. In the end, the image and prestige of academic librarians are based upon their academic preparation, services and contributions to their educational institutions. The University of Manitoba study concluded that "...increased interaction through consultation, committees and workshops might well result in a different perception of the librarians' research, teaching and management responsibilities." A higher profile, increased academic involvement and better understanding of librarians' role increases awareness within and without the university.

In conclusion, if library school curricula do not emphasize research methods for academic librarianship; if academic libraries do not require research as an expectation of the job; and if academic librarians themselves do not participate in the faculty model, then surely librarianship will be perceived as a service profession rather than as an academic discipline. Is the librarians' role to support those in the university who do research, or to do it themselves? The answer determines whether librarians will be perceived and recognized more as service providers or academics. This perception then will determine their status relative to faculty in the university community. The recognition of academic status for librarians carries with it responsibilities for research and scholarly activities.

(Sandra Zuk is Special Projects Librarian at the University of Winnipeg Library.)

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Librarians in the "Information Age"

By Bill Zwerman

THE transformation of the university is in full flight. The old order is fading and an unknown future is unfolding. The causes of the changes are several, positive and negative.

The positive aspects of the changes are associated with the development of new technologies which have the capacity to provide better services to users and to the development of an incipient world order which hints at the prospects of a new sharing of knowledge, understanding and skills.

The negative factor is, unfortunately, the strongest variable influencing the changes in the Canadian scene at the present time.

Fiscal Constraint

The effect of this variable is made more negative by the discretion exercised by public officials. The demand and need for information and information processing is increasing at an astounding rate. The better part of wisdom would call for reallocation in the direction of information — not away from it. The response of decision makers has been to respond negatively to all politically vulnerable expenditures, without regard to their importance in cultural or economic terms.

Information systems in universities are not faring well at a time when they should be expanding capacity and services.

Librarians are caught in multiple binds at this time. First, restraint creates pressure to "downsize" and "downgrade" staffs. Fewer numbers are the norm and substitution of non-professional for professionals whenever possible is one of the goals.

Second, university librarians are at the institutional centre of the problems associated with the new demands in the information age for access, privacy and equity. The "library" is still the centre of the information systems on campuses and librarians deal most directly with the problems.

Third, the new demands on librarians to serve as the mediators, maintainers and trainers of the new systems clearly places very strong and immediate demands upon them to "retrain," "upgrade," etc... No other segment of the university faculty is under such immediate and dramatic demands for occupational change.

The service focus of the library is storm centre as the information and technology changes occurring transform the university. In short, professional librarians are under pressure to learn new systems, maintain the systems, facilitate use of the systems while their numbers shrink, resources decline and they are supposed to do it without "expensive" retraining.

Some of these concerns are part of the work world of librarians and must be dealt with under any scenario. Some are imposed from on high and the university community has little control over them. Some of the changes are within the control of the university community and should be dealt with intelligently.

Let us consider the changes from a decisional perspective sorting out some of the questions of "control," and "reaction." The focus should be on those questions that the university community has some control over. These include, among others, funding and funding allocations, job changes, provision of training, and new staffing patrerns.

Funding

Librarians must assume a greater role in the larger funding process. There is increased pressure for developing new sources of funding. Much of the responsibility for finding these monies will rest with librarians. Everybody needs more money and no segment of the university community can sit back and let others do most of the work in this regard.

Librarians must raise their profile within the university community and engage in more strenuous efforts at selling the library. This requires extending contacts within the community both formally and informally and promoting the library and librarians as the centre of change and the agents of change. The librarian must make a public presentation of their new role consistent with the new demands being placed upon them.

The New Library

These efforts will require an active and informed commitment to the new mix of information services and delivery systems. Librarians must become more active in participating in the redesign of the profession as it is realized within the university system. Simple resistance to change will result in losses without commensutate gains. Reluctant participation in change will not provide for the control which the professional librarians should exercise in the change process.

Librarians must embrace the changes and become the advocates and designers of the new order. If librarians do not assume the lead, someone else will.

The pace of change in the library is much greater and the scope of change more complete than elsewhere within the university. The pressure on librarians to manage the change, therefore, is greater than amongst other segments of the university. This includes managing the new information systems and acting as facilitators for their uses.

New Systems

The shift from direct service to indirect service runs counter to dominant values built into the historic role of librarians. New information technologies never "replace" old technologies but they do change the mix dramatically. One way or another the librarian at the desk or on the phone will become increasingly less important and the new managers of services more important. The choice of response is in the hands of the practitioners. The alternatives selected will have a great deal to do with questions regarding who controls the developing libraries of the future.

(Bill Zwerman is professor of sociology at the University of Calgary).

Cutbacks & Retrenchment in Universities: Effects on Librarians

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Increasing Workloads

Despite declining numbers of items acquired, most universities still process a certain amount of material in-house. Workloads for remaining cataloguers have grown and there are fewer subject/language specialists to deal with problems. Considerable delays may result in making available resources for which cataloguing records are unobtainable from external sources, including many which are uniquely Canadian, of local interest, highly specialized or produced by non-mainstream publishers.

Librarians serving the public face increasing difficulties in adequately responding to information needs. For a number of years, financial cutbacks have meant fewer expensive items, including reference works, are being purchased. Cutbacks have also restricted the capacity to develop inclusive collections.

For many university administrators (and others), the solution to problems of access to information is to be found in the "virtual library," a somewhat ambiguously-defined body of information available through electronic information networks. However, the amount of material currently available through the network is nowhere near as extensive as some suppose and it is not likely that "everything" will be accessible within the near future. For librarians, access to electronic information has led to a paradoxical situation: no one can be expected to keep up with all the new developments in this rapidly-changing field, but fewer people are available to deal with it.

The conflict between technological possibilities and financial realities is also becoming increasingly problematic. Aging computer hardware places technical limitations on what is accessible. Much of the data available via the "electronic superhighway" can be obtained currently without charge to individual users, but it is likely that some form of cost-recovery measures will be introduced in the future. This will further restrict access. Within individual libraries, there may be unevenness of opportunity for librarians to learn about and explore even those resources which are available; it is generally not financially feasible for all staff to have access to up-to-date equipment, and the career advancement opportunities of the "have-nots" may be restricted.

As university revenues decrease, decisions to invest in technology mean that less money is available for other aspects of library operations, including acquisitions and staff development.

Devaluation of the Profession

As the above suggests, the academic librarian's profession is being devalued. Financial restraints mean traditional responsibilities are being taken over by less highly qualified staff, who can do the job more inexpensively but not necessarily as well. The blurring of distinctions between the roles of "professional" and "para-professional" staff can have a divisive and negative impact.

Computing centres are becoming increasingly more involved in library operations, since librarians usually have inadequate time and equipment to keep their technological skills up-to-date. The growing complexities of dealing with technology have also meant that many librarians are isolated from direct decision-making processes.

What Can Be Done?

There are no simple or clear-cut solutions for many of the problems facing academic librarians today. Those librarians in collective bargaining units and special plans need to ensure that their agreements provide contractual protection, including redundancy/exigency clauses and language dealing with working conditions. All collective agreements should contain provisions to ensure adequate training and retraining programs and, if necessary, redeployment within the library system without loss of rank, salary, rights, seniority and benefits. There should also be clauses to guatantee that consultation will take place among all parties involved before and during a redundancy situation.

Librarians need assurance that administrators will act responsibly and seriously consider the implications of technological change.

Librarians should actively strive to become involved in planning and decision-making efforts within their libraries and to develop a higher profile within the university as a whole through participation on influential governing bodies. Librarians have an important role to play within the university infrastructure and attempts to economize by downgrading or eliminating their positions are unwise. Access to knowledge and information is becoming critical — and more complicated — and the need for trained librarians as intermediaries is greater than ever before.

(Diane Peters is Reference/Collections Librarian at the Wilfrid Laurier University Library and a member of CAUT's Librarians' Committee).